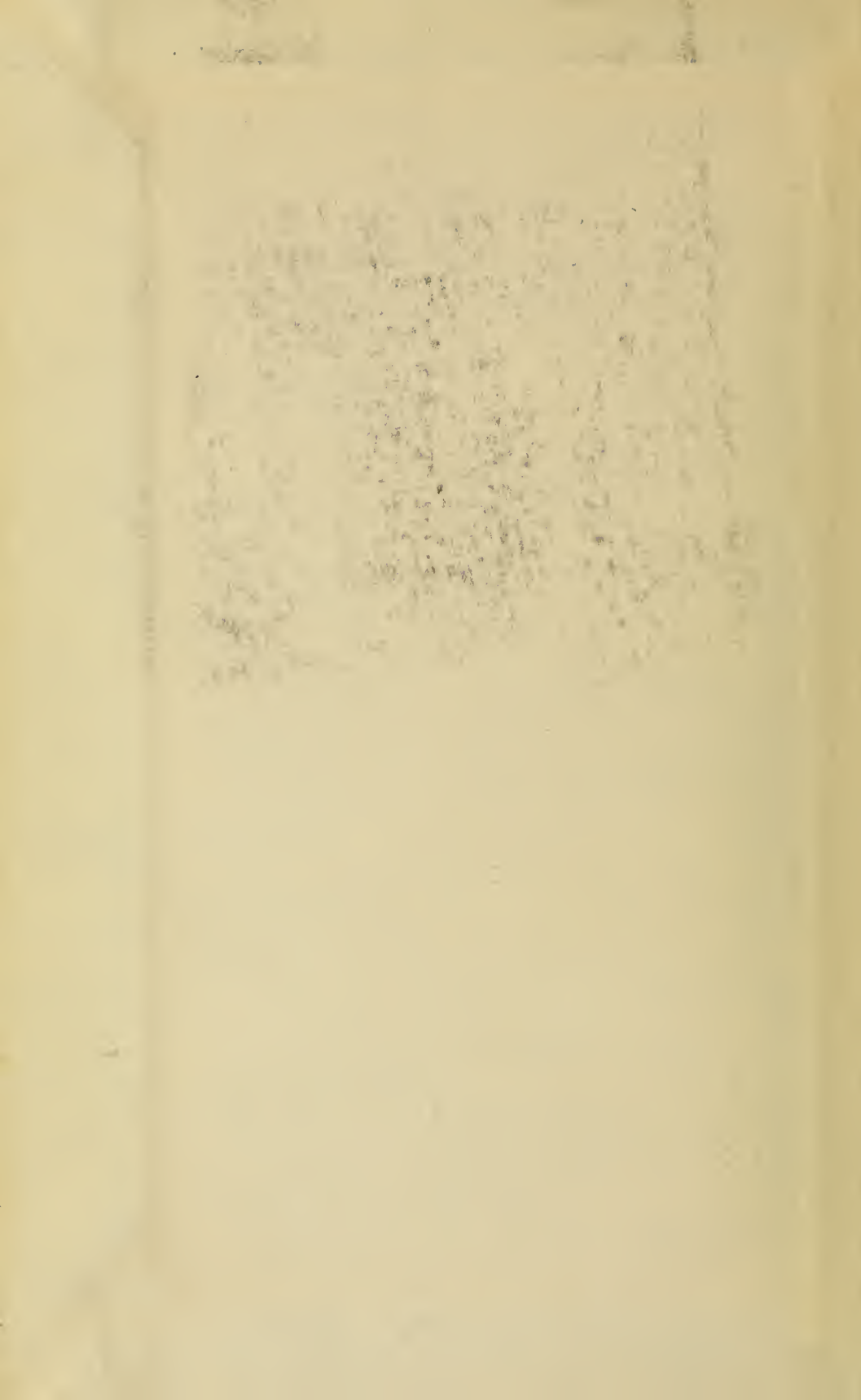




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**The LABOUR
GAZETTE**

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JULY, 1950 -

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CANADA



IN THIS ISSUE

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- (1) Old Age Security
- (2) National Development in the Arts,
Letters and Sciences
- (3) Human Rights and Fundamental
Freedoms

U.N. Economists Report on Full Employment

THE LABOUR GAZETTE

The Official Journal of the Department of Labour of Canada

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PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

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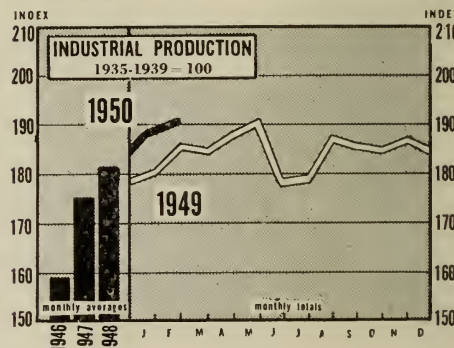
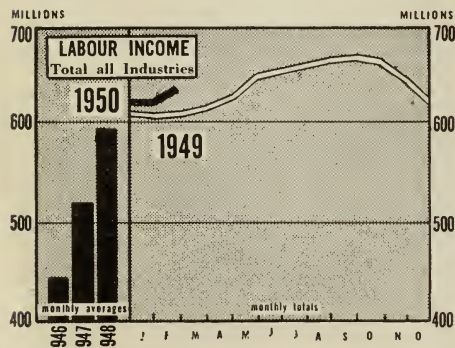
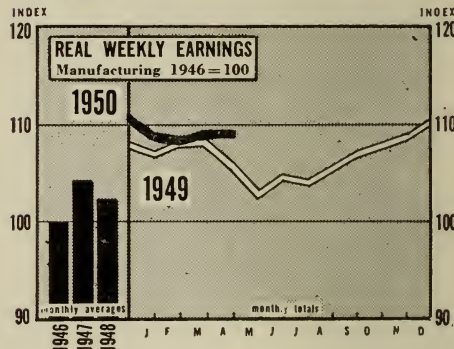
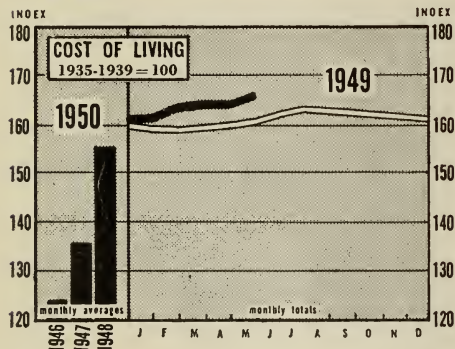
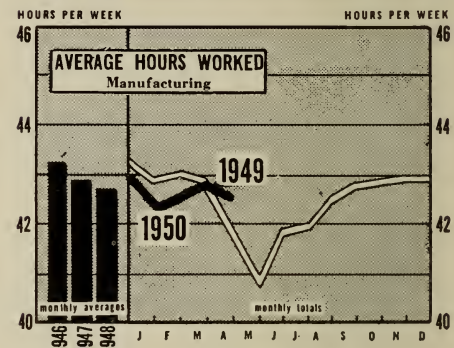
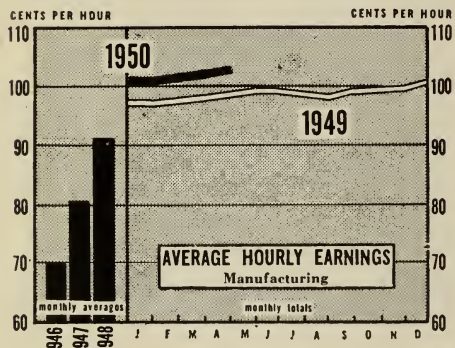
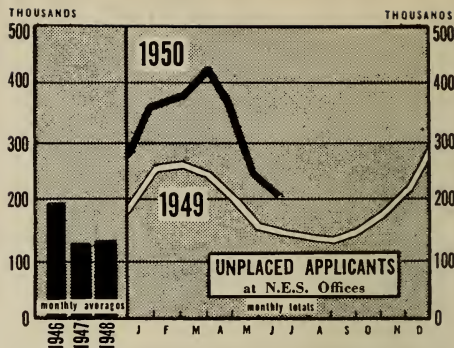
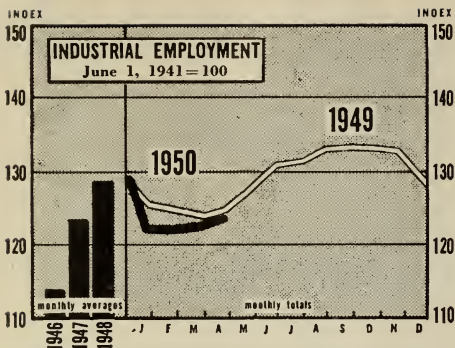
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

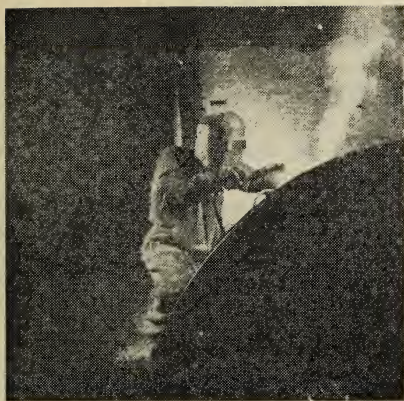
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JULY, 1950

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CURRENT LABOUR CONDITIONS

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This article summarizes the latest employment and labour information available at July 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.

EXPECTATIONS of a rapid increase in employment in most sections of the country in the spring and summer continued to be fulfilled during the month of June. Largely as a result of the heavy demand for labour in agriculture, construction and transportation, the number of registrations on hand at National Employment Service offices fell to 204,600 at July 1, about 50,000 below the figure for a month earlier. This decline continued at a time when there were a large number of students and university graduates entering the labour force. The heavy labour requirements of these industries account in large part for the decline of over 230,000 in the number of live registrations at local employment offices since the peak at the beginning of April.

In many sections of the country, particularly in Ontario and the Prairies, shortages of experienced agricultural workers have already appeared, and a scarcity of this type of worker is anticipated during the western harvest. Plans are already under way for organizing a movement of harvest workers through National Employment Service and the provincial departments of labour, from the east to the Prairie harvest in August. Part of the shortage of labour in agriculture is due to the fact that workers have indicated a preference for jobs in insured industries such as construction, where wages are higher than in agriculture. Because of the late spring, the heavy demand for agricultural workers was delayed this year until May, and by that time many workers who had previously been available for farm work had found jobs in construction.

While agriculture, construction and transportation have provided the main impetus behind the rapid improvement in the employment situation this spring, increases in employment and production in the United States which took place at the same time as the seasonal increase in employment in Canada, have been particularly important to some industries and areas. In June, employment in the United States reached 61,482,000, only slightly below the record set in June, 1948. This improved economic situation in the United States has been directly reflected in an increase of Canadian exports to that country to \$175,290,000 during May, some 45 per cent above the corresponding figure for 1949.

This expansion in markets in the United States has helped to cushion the whole Canadian economy against the decline in markets overseas.

The pulp and paper industry and metal mining, whose chief markets are in the United States, have benefited particularly. In Quebec and Ontario, increased demand for pulp and paper products has maintained employment in the industry at high levels. In both provinces it has been necessary to hire more workers for the summer pulpwood cut than originally anticipated. Agriculture will probably benefit from good markets in the United States, particularly as the American crop is expected to be below that of last year.

It is in the Maritime provinces where employment has increased most as a result of improved markets in the United States. The heavy demand for Maritime lumber from the United States has arrested the decline in employment and production in the lumber industry which had set in as a result of restricted overseas markets, and it is now possible that employment in this industry will approximate that of last year. In the Maritimes, as in Quebec and Ontario, summer cutting of pulpwood logs has been much greater than anticipated, as pulp and paper companies restore depleted inventories. This improvement has helped stimulate retail trade and the service industries of the region.

Although the manufacturing industries of central Canada have benefited indirectly from the increase in demand from the United States, it is the high levels of consumer income, and the stimulus provided by both the construction program and the resource developments such as the oil explorations in the western provinces which have been largely responsible for the maintenance of employment in most Canadian manufacturing industries close to last year's level. Some industries such as primary iron and steel, automobiles, electrical apparatus, and consumer non-durables have maintained their employment above that reached in 1949.

Some industries, such as machinery, shipbuilding, and those manufacturing railway equipment, have decreased their staffs. This is a reflection in part of the decline in overseas demand, and in part of the shift in investment in Canada from manufacturing into public utilities.

The slowing down in the rate of expansion, particularly in manufacturing, in combination with the shift in export markets from overseas to the United States, has created employment problems for particular areas and groups of workers which neither the excellent markets in the United States nor the heavy labour requirements of agriculture, construction and transportation have solved completely. Newfoundland is an example of an area which is having difficulty in finding an outlet for one of its main products, salt cod. Uncertainties over the sterling markets have delayed the Newfoundland fishery by several weeks, and it was only just at the end of June that the cod fishery got under way. The skilled and semi-skilled workers who have lost their employment in shipbuilding, or machinery industries will not be easily absorbed into either agriculture or construction. The existence of special employment problems such as these probably means that unemployment will remain somewhat higher this summer than last.

No major strikes have disrupted employment in Canada so far this year. On June 21, a new agreement was reached between the United Automobile Workers and the General Motors Corporation, covering both Oshawa and Windsor plants, to run for the next five years. The agreement, which closely follows the pattern set in the American agreement, provides for a pension of \$55 a month at age 65 after 30 years' service, progressive wage increases of 3 cents an hour over the life of the contract beginning this year, reduction in hours of work in progressive stages over the next five years from 44 to 40. In addition, there were increased life insurance, accident and sickness benefits.

(Concluded on page 993)

CURRENT LABOUR STATISTICS

(Latest available statistics as of July 10, 1950)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a).....	Mar. 4	5,108,000	—	+ 2.2 (c)
Persons with jobs (a).....	Mar. 4	4,796,000	—	+ 0.4 (c)
Persons without jobs and seeking work (a).....	Mar. 4	312,000	—	+45.7 (c)
Registered for work, N.E.S. (b)—				
Atlantic Region.....	June 29	40,554	-21.9	+69.9
Quebec Region.....	June 29	62,463	-22.0	+47.0
Ontario Region.....	June 29	48,183	-12.3	+23.8
Prairie Region.....	June 29	28,295	-27.9	+39.3
Pacific Region.....	June 29	25,058	-11.4	+15.8
Total, all regions.....	June 29	204,553	-19.6	+38.9
Ordinary claims for Unemployment Insurance benefits.....	June 1	146,453	-30.2	+52.8
Amount of benefit payments.....	May	\$9,586,658	-15.6	+74.0
Index of employment (June, 1941=100) (Eight leading industries).....	May 1	123.6	+ 0.4	- 0.2
Immigration.....	April	7,515	+29.5	-32.1 (d)
Industrial Relations—				
Strikes and lockouts—days lost.....	June	30,152	—	-76.3 (d)
No. of workers involved.....	June	2,781	—	-54.5 (d)
No. of strikes.....	June	27	—	+15.0 (d)
Earnings and Income—				
Average weekly salaries and wages (eight leading industries).....	May 1	\$44.99	+ 0.2	+ 4.2
Average hourly earnings (mfg.).....	May 1	\$1.024	+ 0.7	+ 3.9
Average hours worked per week (mfg.).....	May 1	42.6	- 0.5	+ 1.9
Average weekly earnings (mfg.).....	May 1	\$43.62	+ 0.2	+ 5.8
Cost of living index (average 1935-39=100).....	June 1	165.4	+ 0.9	+ 3.1
Real weekly earnings (mfg. average 1946=100).....	May 1	108.7	+ 0.2	+ 2.8
Total labour income.....	Mar.	\$633,000,000	+ 1.3	+ 4.5
Industrial Production—				
Total (Average 1935-39=100).....	April	191.0	0.0	+ 3.4
Manufacturing.....	April	199.2	- 0.5	+ 2.6
Non-durables.....	April	184.0	+ 0.8	+ 2.7
Durables.....	April	231.7	+ 0.6	+ 5.3
Trade—				
Retail trade.....	April	\$647,600,000	+4.5	- 3.8
Exports.....	May	\$287,000,000	+39.7	+ 5.2
Imports.....	May	\$290,100,000	+25.6	+15.8

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) Some of these "unplaced applicants" registered at the National Employment Service Offices are persons with a job who are seeking other work. On the other hand, there are persons without jobs and seeking work who do not come to the N.E.S. offices.

(c) These percentages calculated on basis of 1949 figures excluding Newfoundland.

(d) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

NOTES OF CURRENT INTEREST

Doctor MacNamara awarded Citation of Merit

Meeting in convention in Long Beach, California, on June 2, the International Association of Public Employment Services awarded the "Citation of Merit" to Doctor Arthur MacNamara, Deputy Minister of Labour for outstanding services to "wage-earners and society". The citation, illuminated on parchment and bound in full leather, reads as follows:—

Arthur MacNamara, C.M.G., LL.D.
Humanitarian, Distinguished Citizen
and Devoted Public Servant, Deputy
Minister of Labour for Canada.

Crusader for enlarging the opportunities of useful work for all and for minimizing the hazards of unemployment to wage-earners and to society;

Pioneer in planning and building a system of Unemployment Insurance and National Employment Offices in Canada;

Whose knowledge, devoted spirit and unique abilities, in serving to strengthen the forces of democracy, are recognized with appreciation by the International Association of Public Employment Services at its 37th Annual Convention in Long Beach, California, June 2, 1950.

*James G. Bryant, President,
B. C. Seiple, Secretary-Treasurer.*

As Doctor MacNamara was unable to attend the convention, the citation was presented to him in Ottawa by Mr. Bart G. Sullivan, Chairman of the International Services' Citations Committee. The presentation address concluded:—

"Your achievements in the public service of your country have been remarkable and, as a tribute to your outstanding accomplishments, your tireless devotion to duty, your unrelenting zeal and ultimate accomplishments in the struggle for improved labour-management relations in war and in peace, your successful operation of the National Selective Service in the war years, as well as organization and implementation of unemployment insurance and the National Employment Service embracing agricultural labour and the establishment of displaced persons in Canadian employment—it is our proud privilege to add to your already imposing list of well-earned honours, the highest award within the

power of the International Association of Public Employment Services—that of the Citation of Merit."

Among those who felicitated the Deputy Minister of Labour on the honour accorded him was Canada's elder statesman and former Prime Minister, the Rt. Hon. W. L. Mackenzie King and the Rt. Hon. Louis St. Laurent, Canada's present Prime Minister.

Mr. King, writing from Laurier House, expressed his pleasure at the recognition that had come to Doctor MacNamara for the services "rendered the parties to industry and through them to the country at large." Mr. King also noted the appreciation of the significance of the award by the press of the country.

LMPC continue steady growth

The May issue of *Teamwork in Industry*, published by the Industrial Relations Branch of the Federal Department of Labour, draws attention to the steady and consistent extension of the Labour-Management Production Committee plan. During the year commencing in June, 1949, there were 72 new committees established. Of these, 46 were set up since the end of December, 1949. The total number of active committees in May, 1950 was 681.

It is stated that the provinces are represented in this total as follows: Prince Edward Island, two; Nova Scotia, 33; New Brunswick, 21; Quebec, 145; Ontario, 324; Manitoba, 56; Saskatchewan, 35; Alberta, 24; British Columbia, 47.

Of the 641 committees that were functioning at December 31, 1949, 383 were in various manufacturing enterprises. The larger figures include: 33 in edible food products plants; 24 in lumber and its products; 98 in iron and its products; 22 in chemicals and allied establishments; 26 in edible animal and sea products; 23 in leather and leather products; 16 in electrical apparatus; 39 in pulp, paper and paper products and 13 in clay, glass and stone products. There were 129 in transportation enterprises, including steam railways, street and electric railways and air transport.

Trade union affiliations of the bargaining agencies in companies in which LMPC's are established as at December 31, 1949 show that 276 were affiliated with the Trades and Labour Congress of Canada; 244 with the Canadian Congress of Labour; 39 with the Canadian and Catholic Confederation of Labour and 82 with various other groups.

**Deputy
Minister
submits brief
to Old Age
Security
Committee**

Dr. Arthur MacNamara, Deputy Minister of Labour, was among those who appeared recently before the Joint Committee of the Senate and the House of Commons on Old Age Security.

His brief was designed primarily to provide information, for the use of the Committee, on the operation of the Unemployment Insurance Act and the Canadian Government Annuities Act, legislation which he described as constituting "an important part of the Canadian pattern of social security." In supplying estimates of the cost of administering a contributory system of old age security in conjunction with the Unemployment Insurance Act, Dr. MacNamara stated: "It would be feasible . . . to combine Unemployment Insurance and Old Age Security by using the same technique and machinery for both. Ultimately universal coverage could be attained for both although I do suggest that this objective could best be developed over a period of years."

After reviewing the operation of the Canadian Government Annuities Act, Dr. MacNamara made a number of "general personal comments." In particular, he suggested the possible advantages of combining, in the over-all plan for old age security, a contributory system covering the wage and salary-earning population, and a special Annuities scheme covering the self-employed. "In respect to those insured under the Unemployment Insurance Act," he stated, "contributions might be, as in the case of the Unemployment Insurance Act, from employers, employees and the federal treasury. In the case of the sale of Annuities, an . . . equitable corresponding situation might be brought about by cheapening the cost of limited Annuities to the purchaser."

In concluding his brief, Dr. MacNamara emphasized the need for encouraging "the feeling that people able to work should work."

The Joint Committee on Old Age Security concluded its public sittings on June 2, after hearing the information and proposals put forward by the following organizations and individuals: Canadian Chamber of Commerce; Canadian Congress of Labour; Canadian Association of Social Workers; Canadian Manufacturers' Association; Trades and Labour Congress of Canada; Canadian Welfare Council; Canadian Life Insurance Officers Association; L'Union Catholique des Cultivateurs (Catholic Union of Farmers); Dr. G. F.

Davidson, Deputy Minister of Welfare, Department of National Health and Welfare; Mr. J. W. Willard, Director of Research, Department of National Health and Welfare; Mr. W. M. Anderson, CBE, General Manager, The North American Life Assurance Co., Toronto; Mr. M. W. Sharp, Director, Economic Policy Division, Department of Finance; Mr. Maurice Lamontagne, Professor of Economics, Faculty of Social Sciences, Laval University, Quebec; Dr. H. M. Cassidy, Director, School of Social Work, University of Toronto; Dr. Charlotte Whitton, OBE, Ottawa; Mr. Leslie A. Mutch, MP, Parliamentary Assistant to the Minister of Veterans Affairs; Col. F. J. G. Garneau, Chairman, War Veterans Allowance Board; Mr. F. P. Varcoe, KC, Deputy Minister of Justice; Dr. Arthur MacNamara, Deputy Minister of Labour.

The report of the Joint Committee on Old Age Security, expected during the current session of Parliament, will be reported on in an early issue of the *LABOUR GAZETTE*. On page 1011 of this issue, the briefs presented to the Committee by the Trades and Labour Congress of Canada and the Canadian Congress of Labour are summarized.

**Settlement
reached in
Chrysler
dispute**

A threatened strike of some 4,300 employees of the Canadian Chrysler Corporation at Windsor was averted when the company and Local 195, United Automobile Workers (CIO) reached a settlement on June 5.

The terms of agreement, according to press reports, include a straight six cents an hour wage increase, a company-paid health and insurance plan, 47 contract changes, and two-and-one-half times the regular hourly rate for work performed on recognized holidays. No pension plan is provided. It is estimated that the benefits represent a package wage gain of around 11 cents an hour for each worker, apportioned as follows: six cents in wage increases, four cents in health and insurance security, and about one cent for minor economic clauses of the agreement. The contract, which will run for two years, is re-openable on wages only within one year.

The union earlier had sought a pension plan but this was dropped in favour of wage increases; there is to be no re-opening of talks on pensions for five years.

Settlement followed just four weeks after the handing down of a Conciliation Board majority decision, recommending the

adoption of a \$55 a month company-financed pension plan, "similar to the Ford Motor Co. of Canada" (see p. 1045 of this issue), and containing the principles of funding and joint administration or, as an alternative, a \$100 monthly pension, under which the company would pay \$55, the remaining \$45 coming under a Canadian Government annuity scheme, with company and employees contributing equally.

**Canadian
GM-UAW
announce
new
agreement**

A five-year agreement between General Motors Corporation of Canada and the United Automobile Workers (CIO) was announced in the press on June 21.

The settlement, according to a joint statement by the company and the union, covers wages, company-paid pensions, insurance and hours of work at the company's Oshawa and Windsor plants, and is patterned on the agreement recently concluded by General Motors and the UAW in the United States. (See note below.)

The new agreement, which will run until June, 1955, includes the following provisions:—

- 1. Continuation of the cost-of-living formula established in the 1948 agreement, under which wages are reviewed quarterly and adjusted in accordance with the Canadian cost-of-living index.
- 2. An annual improvement factor of three cents an hour to be added to wages, commencing June of this year.
- 3. A funded, non-contributory pension plan providing for a pension of \$55 a

month for workers with 30 years' service at age 65, with proportionately lower pensions for workers with less than 30 years' service.

- 4. Increased life insurance and sickness and accident benefits under the company's group insurance plan, at no additional cost to the employees. The company will also share the cost of hospitalization and surgical coverage for employees, and will extend these benefits to members of their families.
- 5. Hours of work will be reduced from 44 to 40 in progressive stages over the next five years.
- 6. Three weeks' vacation with pay for employees having 15 years' service or more.
- 7. A five-cent increase for non-productive workers.
- 8. Some adjustment in rates as between Oshawa and Windsor.

**Industrial
Accidents
and
Workmen's
Compensation
Benefits
during 1949**

According to figures released by the Industrial Accident Prevention Associations, there were 431,859 industrial accidents in Canada during 1949, of which 1,024 were fatalities. During the year, workmen's compensation benefits totaling more than \$58,300,000, were awarded by the nine Canadian Workmen's Compensation Boards.

The following tabulation shows the record of awards and accidents during 1949 by provinces:—

	Total benefits	Deaths	Total accidents
Alberta	\$ 4,701,347.30	110	32,396
British Columbia	13,128,241.21	210	69,252
Manitoba	2,040,811.62	33	20,109
New Brunswick	1,328,940.91	36	13,298
Nova Scotia	3,275,868.41	44	19,423
Ontario	19,028,350.13	311	179,894
Prince Edward Island*.....	17,422.98	—	246
Quebec	12,891,161.75	256	85,040
Saskatchewan	1,895,240.80	24	12,201
	\$58,307,385.11	1,024	431,859

* 6 months only.

**Saskatchewan
Federation of
Labour urges
40-hour week**

Legislation for the gradual establishment of a 40-hour week throughout the province is being sought by the Saskatchewan Federation of Labour, CCL, according to a press and radio release.

The Federation's statement, issued following a meeting of the executive in Moose Jaw on May 6-7, "cites the present (May) unemployment situation as a further indication of the growing necessity for the establishment in Saskatchewan of the 40-hour week, through legislation."

The implementation of a 40-hour week, it says, "will assist in the absorption of substantial numbers of unemployed workers," and will "constitute a deterrent to depression" by providing some measure of stability in employment and consequently in purchasing power.

"The tendency towards increased mechanization and efficiency in both industry and agriculture is an important factor in the displacement of the gainfully employed," the statement reads. "The migration of young people from farm areas is due, in the main, not to the 'bright lights' of the cities, but to greatly restricted opportunities for entering into farm operations."

The executive of the Federation proposes the institution of the 40-hour week, with the same earnings, through the following progressive steps: During 1951, institution of the 40-hour week in all cities of the province; during 1952, institution of the 40-hour week in all towns having a population of 1,000 or more; during 1953, application of the 40-hour week to the remaining rural centres.

"The increased efficiency and productivity of labour in recent years, and other corresponding factors, can bring in a 40-hour week without noticeable disruption or dislocation of industry," the Federation believes.

Increase in earnings in British industry

A survey of earnings and hours for October, 1949, published in the United Kingdom *Ministry of Labour Gazette*, shows that the average weekly earnings

of British workers have risen 18 per cent since April, 1947.

This rise, according to the *Gazette*, reflects factors other than increases in wage rates, "including the rise in output which particularly affects the earnings of piece workers."

An index of industrial production, covering the same period as the earnings index, shows a rise of 28 per cent.

The *Gazette* states that there has been a "slight increase in the proportion of workers paid under a system of payment by results." The proportion varies widely in different industry groups, as is shown in the following table covering almost 6½ million workpeople.

Average weekly working hours increased slightly during the period under review, from 45·0 to 45·4. In the great majority of industries the average hours worked by men in the last pay-week in October, 1949, ranged between 44 and 49, those worked by youths and boys mostly ranged between 42 and 46, while those worked by women and girls were mostly between 40 and 44.

Percentage of Time and Piece Workers, Etc., Employed in October, 1949

Industry Group	Workers paid by	
	Time	Piece
Mining and quarrying (excluding coal).....	72	28
Treatment of non-metalliferous mining products other than coal.....	64	36
Chemical and allied trades.....	87	13
Metal manufacture	45	55
Engineering, shipbuilding and electrical goods.....	49	51
Vehicles	57	43
Metal goods not elsewhere specified.....	59	41
Precision instruments, jewellery, etc.	68	32
Textiles	51	49
Leather, leather goods and fur.....	68	32
Clothing	62	38
Food, drink and tobacco.....	88	12
Manufactures of wood and cork.....	80	20
Paper and printing.....	90	10
Other manufacturing industries.....	53	47
Building and contracting.....	94	6
Gas, electricity and water.....	99	1
Transport and communication (excluding railways).....	98	2
National and local government service.....	99	1
All the above.....	71	29

**U.S. Federal
State aid to
low-income
families and
unemployed**

A report summarizing *Selected Government Programs which Aid the Unemployed and Low-Income Families* in the United States has been prepared for the Senate Joint Committee on the Economic Report. The data, which includes federal, state and local programs, was assembled by the subcommittee on unemployment and low-income families.

(A brief summary of *Low-Income Families and Economic Stability*, an earlier report prepared by the Senate subcommittee on low-income families, appeared in the March *LABOUR GAZETTE*, p. 307.)

While there are a number of programs such as public assistance and minimum-wage legislation, designed specifically to aid low-income families, there are, according to the report, an even larger number of programs which, while designed to meet a general economic problem, have nevertheless a direct bearing on the economic status of low-income families. Examples of these programs are unemployment insurance, old age and survivors' insurance and retirement plans.

The first program with which the report deals is social insurance and related programs which assist in preventing dependency when earnings are interrupted or cease.

The Social Security Act established two social insurance programs to provide protection against wage loss resulting from old age or death (federal old-age and survivors' insurance) and from unemployment (federal-state unemployment insurance).

Old age and survivors insurance is the largest of the various insurance programs. During 1948 the total number of persons with insured employment was about 50,000,000. The coverage of the State unemployment insurance laws closely approximates the coverage of the old-age insurance programs.

Only a small fraction of the five million government employees is covered by any type of unemployment insurance. Of the 2,000,000 civilian Federal Government employees, most enjoy retirement protection under the civil service and other special retirement systems. Almost three-fifths (about 2.1 millions) of state and local government employees are covered by a variety of retirement systems.

Workmen's compensation laws, now established in all 48 states, provide occupational injury or death benefits in many types of industries. Federal workmen's compensation laws cover Federal Govern-

ment employees, private employees in the District of Columbia, longshoremen and harbour workers.

A recent amendment to the Fair Labour Standards from 40 cents to 75 cents an hour, will favourably affect about 1.5 million workers, most of whom are in the low-income groups, the report states.

In addition to the insurance and related programs whose benefits are available as a right, a number of other programs are accessible to low-income groups and the unemployed on the basis of need. Through grants-in-aid the Federal Government provides funds to the States for assistance in three cases: the aged, dependent children and the blind. Some provision is made in all States for general assistance, but in many the localities bear the entire financial burden. Other federal grant-in-aid programs are vocational rehabilitation, child health and welfare and the national school-lunch programs.

The provision of adequate housing for a large segment of the low-income population was first encouraged by the U.S. Federal Government with the passage of the Housing Act of 1949. "In the slum clearing and redevelopment program," states the report, "an unprecedented opportunity is afforded for a joint attack on the evils of slums by local communities, the Federal Government, and private enterprise."

Primarily designed to make farm ownership operating, and flood and disaster loans, the Farmers Home Administration also attempts to aid farmers indirectly in their housing needs by providing, through its loans, the initial stimulus to better farm operations. In 1950, the FHA's housing functions will be expanded to provide \$25,000,000 as building loans to farmers to construct, alter, repair or replace dwellings and other farm buildings.

Finally the report describes the benefits available to veterans.

Considerable statistical material appears in appendix table and charts.

**GM-UAW
agreement
acclaimed**

The new five-year contract between General Motors Corporation and the United Automobile Workers (CIO), details of which were concluded on May 23, was hailed as one of the most significant ever negotiated, the *New York Times* reports.

Not re-openable until its expiration in May, 1955, the agreement is the longest term to have been achieved in the industry, and assures the company of five years of uninterrupted production. It will have

"a stabilizing influence not only on our business but on the economy of the whole country," the General Motors president is quoted as saying. "Removing the fear or possibility of a strike for five years is a tremendously constructive achievement," for all those immediately concerned and for the general public.

The contract includes provision for a company-financed pension plan, annual wage increases, welfare benefits, a modified union shop, and retention of the cost-of-living wage adjustment formula adopted two years ago.

Under the pension plan agreed upon, workers retiring at the age of 65 with 25 years' service will receive a pension of \$100 a month, including federal social security. If Congress approves increases in federal benefit the maximum monthly payment will be \$117.50. The contract calls for a trust fund to be set up and joint administration of the plan. Although the normal retirement age is 65, an employee, if he is capable and wishes to do so, may continue until age 68. At the company's option, an employee with "unusual skill" and good health may continue beyond age 68. Disability pensions ranging from \$50 to \$90 a month, depending on length of service, are provided for employees who become totally and permanently disabled after 50 years of age.

The contract provides for a guaranteed annual wage increase of four cents an hour, described by the union as a reward for increased productivity, to be added to the basic wage rate; also for continuation of the cost-of-living "escalator" clause, providing for wage adjustments in accordance with the Bureau of Labour Statistics price index, with no upward limitation but limited downward to a point no lower than the basic wage rate.

The new agreement requires the company to pay half the cost of medical-hospital benefits. Life insurance is increased by \$500, with coverage ranging from \$2,500 to \$5,000. Sickness and accident benefits will rise by \$14 a week in all brackets, and sickness benefits will be payable up to \$45.50 a week for up to twenty-six weeks. Vacation pay in lieu of days off is provided for as follows: forty hours' vacation pay after one year of service; up to 120 hours' pay after fifteen years of service.

Under the modified union shop clause, new employees will be required to join the union but will have the option of withdrawing after one year. Workers not now in the union may remain non-members.

The UAW, which had asked for demands totalling 31 cents an hour, estimates that the immediate benefits gained add up to 19 cents an hour and that in five years they will aggregate 35 cents an hour. Of the present 19-cent total gain, the union credits 7 cents to the pension plan, 5 cents to medical-hospital insurance, 4 cents to a flat wage rise, 1.5 cents to improved vacation provisions, and the remainder to an increase for tool and die workers, other skilled workers and apprentices.

In its first year the new contract is expected to increase the company's payroll by \$144 million, and by the end of the five-year period by more than \$1 billion.

Besides applying to nearly 250,000 General Motors employees, 30,000 tool and die workers will receive the benefits agreed on, as well as an additional five cent an hour raise.

Commenting on the agreement, UAW international president, Mr. Reuther, called it "historic," and "the most significant development in labour relations since the mass production industries were organized in 1936-37." Referring to the application of its terms to other companies, Mr. Reuther gave assurance that the union will be "reasonable." The pattern established for 1950 negotiations by the union through the General Motors agreement will be "trimmed to meet the occasion when the UAW meets with other companies," he said. "The union is not committed to five-year contracts as such, because the facts in each case will determine that."

GM-IUE conclude 5-year contract

Agreement on the terms of a new contract was reached on May 27 between General Motors Corporation and the International Union of Electrical, Radio and Machine Workers (CIO). The contract is reported in the press as "virtually a duplicate of the five-year agreement between General Motors and the United Automobile Workers (CIO)."

Covering 30,000 employees, the IUE agreement provides for \$100-plus pensions, higher insurance and sickness benefits, guaranteed annual pay increases, and the cost-of-living tie-up incorporated in the GM-UAW contract. The one basic difference is that the IUE did not win an immediate modified union shop. Before the union can bargain for that condition an election under the National Labour Relations Board must be held; but a provision is inserted which gives to the IUE a modified union shop if the vote favours it.

**Validity of
Taft-Hartley
clause upheld
by U.S.
Supreme
Court**

The validity of the non-Communist affidavit required of union officers under the Taft-Hartley Act was upheld by a decision of the U.S. Supreme Court delivered May 8.

The Act provides that the services of the National Labour Relations Board are not available to a union unless each of its officers has filed an affidavit that he is not a member of the Communist Party and does not believe in the overthrow of the Government by force. The constitutionality of this provision was challenged jointly by two unions, the United Steelworkers and the American Communications Association, on the ground that it abridged the freedom of speech, press and assembly guaranteed by the First Amendment to the Constitution.

The Court's decision, delivered by Chief Justice Vinson, was that Congress' authority to protect inter-state commerce gave it the power to take necessary steps to prevent obstruction through "political strikes." The duty of the Court, it was held, was to weigh the public interest against the partial abridgement of liberty of a small group. It found this section compatible with the Constitution. The decision and the dissenting judgment of Mr. Justice Black are reported on page 1072 of this issue.

**Changes in
organization
of U.S.
Department
of Labour**

The U.S. Department of Labour was one of several federal departments affected by recent moves to reorganize the executive branch of the U.S. Government in accordance with the recommendations of the Hoover Commission.

Sixteen of the 21 proposals submitted to Congress by President Truman came into effect on May 24. Three of these related to the Department of Labour. Under their provisions, the Bureau of Employees' Compensation and the Employees' Compensation Appeals Board were transferred from the Federal Security Agency to the Department of Labour; the Secretary of Labour was authorized to co-ordinate the administration of all legislation regulating wages and hours of work on contracts to which the Government is a direct or indirect party; and finally, authority and responsibility within the Department was centralized in the hands of the Secretary of Labour. Formerly, authority over three of the Department's bureaus (Bureau of Labour Statistics,

Wages and Hours Division, and Women's Bureau) was vested mainly in the units themselves.

**Industrial
Relations
Research
Association**

Some twenty papers were presented by leading academic authorities at the Second Annual Meeting of the Industrial Relations Research Association, which

took place in New York City at the end of December.

Following the Presidential Address, entitled "The Social Control of Industrial Relations," by Professor Sumner H. Slichter of Harvard University, a number of aspects of the following general subjects were dealt with: Labour and the Public Interest, Capitalism and Free Labour Markets, Crucial Issues in the Pension Problem, Economic Power Blocs and American Capitalism, and Measurement of Employee Attitudes. A small number of miscellaneous papers were also presented.

The proceedings of the meeting have been recently published in a 300-page volume.

**Higher wages
on program
of AFL**

Following a meeting of the National Executive Council of the American Federation of Labour in May, President

William Green announced that the AFL would fight for higher wages and pegged consumer prices during the next year as a means of increasing purchasing power and warding off unemployment.

Speaking before a press conference in Philadelphia, Mr. Green is quoted in the *New York Times* as claiming that "the high earnings of corporations show that they can increase wages without increasing costs by giving up some of their profits. If purchasing power is reduced, while producing power remains normal," he said, "we'll have a surplus which will lead to unemployment."

Contrariwise, "the purchasing power which will result from a high level of wages," Mr. Green maintained, "will broaden the market for all types of goods and services, as well as stimulating increased efficiency in business."

**Limitations
on hours
of work
in U.S.A.**

The United States Labour Department has published an analysis summarizing the various state, territorial and federal laws regulating hours of work. The information

is set forth in tabular form.

Industrial Relations in Germany 1945-49

A report recently presented to the British Parliament by the Secretary of State for Foreign Affairs gives an account of the post-war growth of employers' and workers' associations in the British Zone of Germany between 1945 and 1949. The report states that the British authorities, in encouraging the development of German trade unions, have tried to foster a sense of personal responsibility that would offset the former authoritarian principles and practices, and build a free self-governing organization through which the voice of the German worker might be heard.

By the end of 1949, the total number of trade unionists in the British Zone was over 3 million. The majority of these are members of a united trade union organization (the DAG) but there are also small independent workers' organizations. There were about 1½ million union members in the U.S. Zone and about 400,000 in the French Zone.

Attempts were made to attain an inter-zonal unity by bringing the workers' organizations in the three Western Zones together. A Bi-zonal Trade Union Council for the British and U.S. Zones was set up in 1947 and later included French representation. In October, 1949, delegates from the three zones, meeting in Munich, formed a trade union federation (the DGB) for the entire area of the German Federal Republic. The British authorities have also fostered the growth of works councils and collective bargaining machinery. Although the British had

urged that such machinery should be entirely voluntary in growth and regulation as it is in England, it became evident that the German workers and employers were more inclined to look to State legislation for regulation.

The Report concludes as follows:

If the German people are not once more to become disillusioned with democracy they must have adequate means of self-expression, and a sense of common purpose, in the economic field. With the establishment of a German Government and the entry into operation of the Occupation Statute, the role of the Occupation authorities has changed and the responsibility for finding a solution to the problems of industrial relationships rests with the Germans themselves. On the success of their efforts probably depends, in no small degree, the future of democratic government in Germany.

Trade Union membership in the Netherlands

A recent despatch from the Canadian Embassy at The Hague gave the following statistics on trade union membership in the Netherlands:—

Trade Union Group	Jan. 1, 1949	Jan. 1, 1950
NVV (Socialist)	365,400	381,600
KAB (Catholic)	268,900	296,100
CNV (Christian)	147,500	155,200
EVC (Communist) ..	163,400	163,300
Others (estimated)...	30,000	30,000
Total	975,200	1,026,200

(Continued from page 984)

IN BRIEF . . .

The 1950 capital expenditure of business and government will probably be about \$3,700 million—\$105 million higher than the estimate announced earlier this year. . . The cost of living index advanced to a new high of 165.4 at June 1, as compared with 164.0 at May 1, and 160.5 at June 1, 1949. The latest increase was due almost entirely to higher meat prices . . . Average wages paid to male farm help at May 15 this year were lower by the day, both with and without board, for all Canada than a year earlier. With board provided, wage rates per day averaged \$3.84 for all Canada (excluding Newfoundland) for the middle of May, as compared with \$4.04 in May last year and \$3.93 in 1948.

UNITED NATIONS ECONOMISTS REPORT ON FULL EMPLOYMENT

The United Nations Economic and Social Council received in December a report on "National and International Measures for Full Employment". The result of a study undertaken by five leading economists from France, England, Australia and the United States, the report has attracted widespread interest, redirecting international attention to Articles 55 and 56 of the United Nations Charter, under which all members are pledged to undertake measures for the promotion of "full employment".

At the request of the Economic and Social Council, a small group* of world-renowned economists was appointed last fall to prepare a report on national and international measures to achieve full employment. Their unanimous report was completed in time to be presented at the meeting in January of the Economic and Employment Commission, and, later, at the tenth session of the Economic and Social Council, which took place at Lake Success in February.

In this article, a summary of the report itself is followed by an account of the general reaction of the two UN agencies to which it was presented. The statement made by Mr. John Deutsch, Canadian representative to the Economic and Employment Commission, is summarized at some length.

The Report

The economists agreed that "the major cause of unemployment in industrialized countries is the insufficiency and instability of effective demand". In the main, their report is devoted to this problem of demand, although passing recognition is given to the fact that unemployment or under-employment may also result in underdeveloped countries from a lack of capital equipment, and in some countries from certain structural features of the economy.

A number of recommendations outlining measures to provide a level of effective demand sufficient to maintain full employ-

ment are set forth in the last section of the report. According to the economists, these recommendations, while involving a considerable amount of government action, are "fully consistent" with the institutions of free enterprise economies.

A Consideration of the Problem

Full employment can be provided, states the report, only when there is a sufficient level of effective demand. Liability to unemployment varies between countries and is greatest in industrially advanced economies, where consumption consists largely of durable consumer goods, purchases of which can be postponed.

Instability, as well as insufficiency of effective demand is of concern. Cyclical fluctuations are largely due to instability of private investment; and production, employment, prices and wages are all affected. Changes in the distribution of real incomes are induced by these fluctuations, chiefly by movements in the prices of primary products. The latter are traditionally less sensitive than secondary products to changes in effective demand with the result that depression is reflected in a primary economy not so much by unemployment as by a severe reduction of real incomes, consequent to rapidly falling prices.

Owing to the pervasive nature of international trade, economic fluctuations of leading industrial nations have a determining influence on fluctuations elsewhere, which has given the United States an unique position in the world economy, and has placed on her the prime responsibility for the achievement of the United Nations goal. The successful maintenance of prosperity is, nevertheless, the concern of all nations, assert the economists, since failure to maintain prosperity in one part of the world makes it more difficult to attain in another.

* The group was composed of the following: J. M. Clark, Professor of Economics at Columbia University who worked in association with Arthur Smithies, Professor of Economics at Harvard University; Nicholas Kaldor, Fellow of King's College, Cambridge; Pierre Uri, Economic and Financial Advisor to the Commissariat général du Plan, Paris; and E. Ronald Walker, Economic Adviser to the Australian Department of External Affairs (Chairman).

Recommendations

In drafting their report, the experts sought measures which would provide a comprehensive framework for the maintenance of full employment in democratic countries.

Their recommendations, subject to individual implementation, are grouped according to domestic or international application, and are designed to form a single, unified plan of action.

Domestic Measures

According to the report, it is desirable that each government should adopt and announce a full employment target which will define the meaning of full employment in the country concerned. The experts define full employment as "a situation in which employment cannot be increased by an increase in effective demand . . . a situation in which unemployment does not exceed the minimum allowances that must be made for the effects of frictional and seasonal factors".

In industrialized countries, targets should be defined in terms of unemployment and should represent the smallest percentage of unemployment compatible with seasonal movements and structural changes. These targets should be expressed as a range, such as two to four per cent or three to five per cent of the total wage-earners, rather than as a precise figure, and will vary with the economic circumstances of each country. In underdeveloped countries, it may be desirable to define the target in terms of industrial employment, producing a figure which would be subject to annual revision in accordance with the growth in industrial capacity.

Due to the large expansion of governmental activities since the war, their co-ordination in the interests of full employment will have a correspondingly greater influence than formerly would have been possible. Accordingly, the report recommends that governments should announce a comprehensive program for directing their fiscal and monetary policies, investment and production planning, and wage and price policies. While the main features of the program will vary from one country to another, the goal can be achieved in either socialistic or private enterprise economies, the principal difference being in the relative importance placed on direct and indirect measures.

Fiscal policy undoubtedly will be an important vehicle for stabilizing effective demand in a free-enterprise economy. When effective demand for goods and

services is deficient, it can be augmented by increased government spending or by reduced taxation, depending on the social needs of the country. The degree to which reliance is placed on fiscal policy will depend considerably on the extent to which public expenditures are accelerable and taxation changes feasible administratively. There is evidence, the economists believe, that more co-ordination of fiscal programs between central and local governments is highly desirable.

Control over the rate of private investment may be achieved by providing special credit facilities or tax inducements at times when expansion of investment is appropriate. Integration of public and private programs of long-term investment in basic industries may also be feasible. The timing of public projects of an anti-cyclical nature is the crucial factor and governments must assure that advance administrative, legislative and technical preparations are made so that the "shelf" of public projects may be utilized promptly when needed.

The experts propose that it may be found expedient to stimulate consumption directly by lowered taxes, expended transfer payments, etc. This principle may be ramified, when desired, to include reduction of profits and price control to procure a more equitable distribution of income.

In undeveloped economies, supplementary measures for the support of agricultural incomes are necessary, and for this purpose, the report states, the most suitable method is the stabilization of staple product prices through international commodity agreements. National schemes could be introduced for the benefit of domestic producers, to be used, however, only in conjunction with the recommendations for the stabilization of international trade set out below.

The report recommended that governments adopt and announce an appropriate system of compensatory measures designed to expand effective demand automatically when the general plan has failed to maintain the employment target for three months. To be effective, the report says, the measures would have to be:—

- (a) Be capable of raising effective demand promptly and generally;
- (b) Be capable of measurement in their effects;
- (c) Be sufficient to reduce unemployment to the full-employment range.

In industrially advanced countries, the most appropriate measure would be the provisions for alternative tax schedules, the lower rate to come into effect in specially defined circumstances. For this purpose,

contends the report, the personal income tax is generally held best, and could be supplemented by varying the rates of social security contributions. Where these prove inadequate, periodic payments to both employers and employees could be made. In countries where the above measures are not developed sufficiently, variations in sales taxes could be used effectively.

The economists urge that governments should announce the adoption of policies designed to maintain a stable price level and combat inflationary tendencies. Such measures are deemed to be a necessary complement to any full employment policy, since unforeseen price inflations might occur which, if persistent, might tempt governments to abandon their full employment obligation. Because price increases do not necessarily indicate a general excess of demand, automatic measures designed to curb excessive demand have no place. Instead, selective measures are needed as circumstances dictate, taking the form of credit control, direct control over inventories, and selective price controls.

The report also recommends that governments should adopt their legislative procedures, their administrative organization and their statistical services to the implementation of their full employment program.

International Measures

The experts propose to create a workable system of international trade for a stable and expanding world economy through the elimination of the present structural disequilibrium in world trade.

The Report recommends that the Economic and Social Council convene a meeting of governments to develop a joint program designed to establish a new equilibrium in world trade by the adjustment of all necessary domestic and external policies. Countries would reveal to one another their own particular difficulties and how they hoped to solve them, with a view to determining policies of mutual benefit to all. It is suggested that an Expert Advisory Commission be set up to work out procedures, indicate problems, and report on progress. According to the economists, there is reason to believe that the desired equilibrium could be obtained within three or four years.

The measure proposed by the experts are designed to accelerate the orderly economic development of underdeveloped areas through the promotion of a stable and adequate flow of international investment.

This is believed to be obtainable only through the medium of an international organization, such as the World Bank. Lending countries would place at the disposal of the Bank such sums as are consistent with previously determined, long-term investment targets. The Articles of the Bank would have to be amended to permit it to borrow from governments, and to lend generally for developmental purposes to central governments. In determining its new loan policy, the Bank would as a rule lend only when the loan will permit the borrowers to discharge their obligations as a result of an improved balance of payments position.

To prevent the international propagation of fluctuations in effective demand, the economists recommend that external disbursements be maintained in the face of internal fluctuations in effective demand.

The maintenance of the monetary reserves of countries facing a depletion in their reserves consequent to a decline in effective demand abroad can be achieved most efficiently by an extension of the functions of the International Monetary Fund, the Report maintains. The plan calls for the deposit, by a country undergoing a contraction of effective demand, of an amount of its own currency equal to the increase in its favourable trade balance with respect to a certain base year. This deposit would be made available for purchase by other countries to the extent that their import balance with the depositor had increased. Currencies of purchasing countries would be credited to the depositor country for subsequent use as needed.

Separate Concurring Statement by J. M. Clark

Mr. Clark felt that the Report should have noted the problems inherent in the wage-price structure, the solution of which may be necessary to develop the type of economy that spontaneously tends towards full employment. The problems noted, for example, were the effects of wage levels on employment; the relative importance of wages and prices in causing economic fluctuations; the effect of social security financing on the balance of saving and investment. He stressed the important role of the U.S. today, and placed himself on record as favouring the use of imperfectly tested fiscal devices rather than risk the evils of inaction.

The remainder of the group concurred in principle with Professor Clark's statement.

Reaction to the Report

The economists' report, received by the Economic and Social Council in December, was given lengthy consideration at a meeting of the Economic and Employment Commission in January, and, in February, at the tenth session of the Council itself.

In general, the report was favourably received. The members of both the Commission and the Council expressed appreciation to the authors for their "excellent and stimulating report". It was urged unanimously that the document be circulated to all countries, so that member governments of the United Nations, interested specialized agencies and non-governmental organizations could facilitate widespread public consideration and discussion of the economists' proposals. In addition, members of the Economic and Social Council were asked to be prepared, at the next session, to express their considered views on the recommendations contained in the report, "in order to enable the Council to formulate such recommendations as it may consider appropriate".

Although there was general agreement with the tenor of the report, and with the approach to full employment proposed by the economists, a number of doubts were raised concerning the practicability of implementing the recommendations on an international scale. It was claimed that they involved an unwarranted dependence on automatic "self-stabilizing devices"; that too little consideration had been given to the full employment problems of countries other than those which were highly developed or greatly industrialized.

Members drew attention to the difficulties involved in a court interpretation of the proposed employment targets until such time as existing statistical methods and services were improved and standardized. Most members cited economic problems peculiar to their own countries, setting forth circumstances in which the proposed measures appeared to be impracticable.

Statement of Canadian Representative

Mr. John Deutsch, Canadian representative to the Economic and Employment Commission, presented his views of the report as it applied to the Canadian economy. The following is the official summary of his remarks:—

Mr. Deutsch thought that the report of the experts had the twofold merit of drawing attention to the problem of full employment by encouraging the respon-

sible organs to consider concrete solutions, and of establishing a link between the action to be taken at the national level and the various factors which influenced the international economic situation.

The report therefore constituted a step forward in the thinking of economists. The correlation it established would facilitate the analysis of the problem of full employment in the future.

With regard to national measures, however, the experts' recommendations frequently appeared to over-simplify when they came to be applied to specific countries. That was certainly so in the case of a country like Canada, where the level of foreign trade and the development of natural resources were dominant economic factors.

The level of employment in Canadian industry was greatly affected by the level of foreign trade and the extent of the development of natural resources.

The experts' recommendations concerning pre-determined automatic devices would thus hardly be adequate by themselves to combat difficulties occurring as a result of a decline in international economic activity or a contraction in development. Canada would have to consider other measures; measures which were more appropriate to the problem of falling export markets and prices and for the encouragement of enterprise and development.

With regard to international measures, the experts had made a realistic approach to current problems resulting from the imbalance in the world economy and particularly in balances of payments. That was a paramount consideration for Canada, which was strongly affected, like many other countries, by the dollar shortage. The Canadian Government was aiming at a policy which would contribute to a solution of that problem and was constantly endeavouring to maintain its export markets. The experts admitted that the establishment of expanding international trade was necessary in order to ensure the successful application of a policy of full employment at the national level for many countries. However, their specific proposal for the establishment of quantitative targets for balances of payments and the co-ordination of those targets by means of a general international conference was neither practical nor realistic. The world already possessed a number of international institutions where those questions could be discussed, including the International Monetary Fund, the Organization for European Economic Co-operation and the future International Trade Organization.

The work should be done through the facilities already available rather than that new machinery should be set up. Another large international conference at which the problems of reconciling balance of payment targets would be discussed could hardly be expected to achieve a solution.

With regard to the other recommendations in the report, he felt that a way must indeed be found to restore the flow of international investment and to ensure it in the future. Governments and specialized agencies should seek a better method, but the proposal for automatic and guaranteed investment avoided the real difficulties. There should be no illusion regarding the possibility of obtaining such guarantees. It was inconceivable that Governments would be willing to undertake such rigid and one-sided commitments. The cause of the trouble must be dealt with; a study should be made of the possibility of creating advantageous conditions for investment in countries which were to benefit. To stimulate investments, favourable conditions should therefore be created, both in the borrowing countries and in the lending countries. It was a two-sided problem. The Point IV program was the beginning of a promising approach which should be pursued energetically.

With regard to the part the experts wished to assign to the International Monetary Fund, which was to check trade restrictions during cyclical recession, once again it appeared that they had pointed to an important factor but had been less than thorough in the "automatic" character of their proposal.

On the other hand, as the experts showed, the Fund, which had been established at a time when price levels, volume of trade and extent of fluctuations were lower than those likely to be prevailing in the future, probably did not possess adequate funds to fulfil the task assigned to it. It would seem that the adequacy of the resources of the Fund might well be reconsidered.

The experts envisaged the possibility of separating fluctuations arising from cyclical changes from those arising from structural changes in the economy. Mr. Deutsch did not think that that could be done as easily as was implied. The International Monetary Fund had therefore been given certain discretionary powers regarding the use of its resources rather than an automatic mechanism.

He agreed that the Commission should not take a final decision at its current session in connection with the report as a whole; firstly because most of the members had not yet received final instructions from

their Governments, which had not had time to examine the report; secondly, because the report advocated proposals which were designed to be universally applicable and it was necessary to know the extent to which they appeared to be practicable in the different economies.

He proposed therefore that Governments should be requested to examine the proposals and to communicate their views, and that no decision should be taken until that had been done.

Mr. Deutsch supported the principle of compensatory measures in the event of unemployment, as laid down by the experts. When a decrease in effective demand occurred, the necessary measures must be taken to prevent an acceleration of that decrease, which would entail considerable unemployment. But he did not agree with the experts concerning the application of the principle on the automatic basis which they had proposed.

Decrease in effective demand in the Canadian economy had its origin abroad. The investment rate in Canada depended to a large degree on the position of the export industries.

The measures to be taken in the event of a decrease in that demand was therefore quite different from those to be applied when that decrease had internal causes. In any event, it was difficult to foresee what those measures should be and their automatic nature might not be suitable to the Canadian economy. They could only be determined in the light of the circumstances of the moment and with due regard for the nature of the export difficulties in question.

The automatic system advocated by the experts carried simplification too far.

Canada had taken important steps in the direction of the measures recommended, but if the experts meant that countries must be ready beforehand to apply a whole series of automatic measures, he could not support them in that idea which he considered too impractical for many countries. Moreover, the results which the experts hoped to obtain by such automatic measures appeared much too optimistic.

The Canadian economy depended to a large extent on the measures taken in industrialized countries. If, for example, the United States took measures to maintain its effective demand, that simplified the problem very much for Canada.

Mr. Deutsch stated that if industrialized countries could not maintain their effective demand, the economy of agricultural or underdeveloped countries would be placed in a very difficult position. The applica-

tion of automatic measures would be no remedy for them. Clear emphasis must be placed upon the over-riding importance of the maintenance of activity in the large industrialized countries.

For a country like Canada there were various possible means of combating inflation. One of the difficulties lay in the fact that the central authority had not sufficient power to put into effect many of the remedies proposed in the experts' report, as certain prerogatives in that matter belonged to the provincial governments, which might not be able to act in concert. That being so, the Federal Government had to pay constant attention to the way in which financial policies might lead to inflationary tendencies.

Mr. Deutsch agreed that in order to meet the problem of providing sufficient international investment, underdeveloped countries must receive more loans for development purposes than they had in the past. As the Chinese representative had correctly pointed out, excessive rigidity in project loans should be avoided. The rapid development of certain countries, including Canada, during the past forty years had been facilitated through loans made to their Governments both for specific projects and general development purposes. On the other hand, by facilitating Government borrowing, as suggested in the experts' report, Governments might be encouraged to use loans to finance budget deficits

which they should have overcome by proper fiscal policies. Moreover, in the 1920's large funds had been lent to Governments for general development purposes, a large part of which had remained unproductive and been wasted both from the creditor's and the borrower's point of view. Consequently, while more general purpose lending was necessary, the Bank must first make sure of the general soundness of each loan before granting it.

In view of those considerations Mr. Deutsch was opposed to the automatic lending operations proposed by the group of experts. It would be impractical, even impossible, for lending countries to undertake rigid guarantees, however useful that might be to promote greater stability in international investments. Nevertheless, it was necessary for the International Bank as well as for the lending and borrowing countries to realize that capital must be made available to underdeveloped countries for general development purposes on a much larger scale than in the past, if an adequate system of international trade was to be achieved.

(A report entitled "Action Against Unemployment" has been prepared and published recently by the International Labour Office, for consideration at the Thirty-third Session of the International Labour Conference. Its contents will be synopsised in the August issue of the LABOUR GAZETTE.)

RECOMMENDATIONS OF LABOUR TO ROYAL COMMISSION

Views and recommendations of Canada's three major labour Congresses were submitted to the Royal Commission on National Development in the Arts, Letters and Sciences during its hearings in Quebec City.

The Congresses were in general agreement in their recommendations, which included Federal Government grants for education, continuation of Government policy in regard to radio broadcasting, Government control of television, and corporate status for the National Film Board.

Following a recommendation by the Prime Minister "that it is in the national interest to give encouragement to institutions which express national feeling, promote common understanding, and add to the variety and richness of Canadian life," the Royal Commission on National Development in the Arts, Letters and Sciences was appointed by Order in Council in April, 1949, to examine "with a view to recommending their most effective conduct" certain Federal agencies and activities contributing to these ends.

Representatives of the Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Canadian and Catholic Confederation of Labour availed themselves of the opportunity to appear before the Royal Commission in January and April last, during its hearings in Quebec City, to submit the views of their organizations on the subjects falling within the Commission's terms of reference. The Congresses were in agreement as to their main recommendations. The following is a summary of the main points contained in the briefs:—

Education

Federal aid for education, especially for higher and adult education, to aid in equalizing educational opportunities throughout Canada was urged by the three Congresses. The principle of Federal aid to education is not new, it was stated, having already been accepted in the case of vocational training and of education of veterans.

In advocating Federal assistance, it was emphasized, there was no suggestion of centralization, or encroachment of the constitutional rights of the provinces. "Any suggestion of that sort would be just silly, unworkable, an affront to our whole national tradition," the Canadian Con-

gress of Labour observed. Under the Constitution, education "in and for each province" is exclusively under provincial jurisdiction, and only when remedial measures are required for the protection of certain specified minority rights has the Parliament of Canada the power to intervene, it noted. "So it has been for over eighty years; so it must remain," the Congress declared.

Expressing the same view the Trades and Labour Congress said, "the leaving of jurisdiction over educational matters in the hands of the various provinces was wise, and should remain there. However, it added, "it is obvious that some provinces have greater economic resources than others. This creates inequalities in training and opportunity for our rising generations." On the same point, the Canadian and Catholic Confederation of Labour expressed the view that, while education is a matter for provincial jurisdiction, the Federal Government could give financial assistance without infringing on provincial rights.

Education "in and for each province," however, "is not the whole of education," the CCL brief declared. "Education has a national aspect as well as a provincial. There is education in and for Canada as well as in and for each province. Minority and provincial rights in education are vitally important and must be preserved. But there are other rights not less important: the right of the nation as a whole to have a well-educated citizenry; the right of every Canadian child to the best education he can absorb and the best his country can give him. These rights are not being fully implemented now. They cannot be unless the Dominion provides a substantial part of the money. Six of the ten provinces are just too poor to carry the burden unaided."

Continuing, the brief said, "the ordinary people of this country constitute a vast reservoir of talent and ability which has been largely untapped. For generations we have been suffering from a tragic waste of our national human resources because so many of our best young people have been too poor to get the education they, and Canada, needed."

Equality of Opportunity

The doors of the universities should not be closed to any individual because of inability to pay, the Congresses declared. "The mental capacity of the pupil should be the sole determining factor and not the financial ability of the parents," the Trades and Labour Congress maintained.

In expressing the same view, the Canadian Congress of Labour stated it was not suggesting that everybody ought to have a university education, or "the same kind of education. It does not want to see quality sacrificed to quantity. It does not hanker after a dead level of uniformity. Neither of these things is involved in the ideal of giving every Canadian child the best education he can absorb and the best his country can give him. . . . The universities ought not to be cluttered up with people incapable of profiting by the education they offer; but the doors should be shut not by lack of money, only by lack of brains."

The Canadian and Catholic Confederation of Labour emphasized the same point as follows: "As we cannot hope that all children of working and low income families can attain to secondary and university education, at least those who have the ability should be enabled to benefit by the instruction provided by our great institutions of learning."

The CCL also expressed the belief that "ideally, university education should be available without cost to every Canadian capable of absorbing it," and further that such free education should be supplemented by living allowances. According to a survey carried out by the Dominion Bureau of Statistics, the brief pointed out, the cost of a year at university for male students, including tuition and other fees, in the academic year 1947-48 ranged from \$895 to \$1,247 (L.G., Dec., 1949, pp. 1513-14).

Scholarships

A comprehensive scholarship scheme, it was the general opinion, would do much to remedy the present situation. Such a

scheme, the Canadian Congress of Labour recommended, should provide for:—

- (1) A national scholarships committee composed of representatives of the universities and the federal and provincial governments, to act as a clearing house for scholarships, determine quotas and fix standards;
- (2) Federal grants-in-aid to the provinces to make possible a basic standard of assistance;
- (3) Scholarships of not less than \$500 per university year, to cover tuition fees, books and other necessary items;
- (4) A basic living allowance of \$500 per university year, with supplementary allowances where need is shown;
- (5) Expansion of the number of scholarships, "to make them available to at least three out of four students instead of one out of six or seven as at present;"
- (6) Extension of financial aid to the universities in view of the additional facilities which would be required.

The Canadian and Catholic Confederation of Labour suggested that scholarships should be at the secondary as well as the university level, and also submitted the view that the "pursuit of study could be facilitated by the Federal Government" by means of further income tax relief to parents in respect of children attending school, college or university.

Adult Education

Development of a "broad program" of adult education was advocated by all three organizations.

Many workers, it was pointed out, are engaged at tasks which are monotonous and uninteresting, affording no creative outlet, and work becomes "merely a means to an end." Adult education should "make up for the daily drudgery," it was observed, by providing avenues of activity which can "add colour to life." Classes, discussion groups, hobbies, community activities, arts and crafts were suggested as "part and parcel of a broad program."

Workers' Education

The Congresses expressed increasing concern with the development and expansion of workers' education—"an important branch of the adult education movement which has been evolving during the past 40 years."

The workers' education movement, the CCL brief stated, has three specific objectives: assimilation; the acquisition of special skills; and labour participation in the community.

Dealing first with assimilation, the brief made reference to the increase in the number of organized workers which has taken place in Canada over the last ten years. During that period, it stated, the number has risen from about 360,000 to almost one million. "Established unions have taken in many thousands of new members, new unions have entered fields hitherto unorganized. In both cases, but particularly the latter, there is a strong need to go beyond getting the member to sign an application card and pay dues. It is essential that these hundreds of thousands of newly organized workers become acquainted with the intrinsic nature of their organizations, their traditions and practices. They must, in other words, become an integrated part of this movement which plays so important a role in the economy of Canada. This process of assimilation, of adjustment to collective rather than individual action and responsibility, and of education for democratic self-government, is one of the jobs of workers' education."

Concerning the acquisition of special skills, industrial relations, the brief observed, "are at their best when the parties concerned are able to participate on the basis of knowledge. Collective bargaining has become a complex activity. It involves not merely the process of negotiation but the day-to-day relationships between management and labour once the collective agreement is signed." If a "mutually advantageous" industrial peace is to be maintained, the brief continued, it is desirable that labour should have officers and members "capable of handling the manifold problems of industrial relations intelligently and skilfully. This requires training in such practical matters as labour law, grievance adjustment procedures, time study, contract observance, economics, etc."

Finally, dealing with the question of labour participation in the community, the brief said, "In modern industrial society, groups rather than individuals are the dynamic of social action. As an institution, the labour movement is one of the largest in Canada. Its influence, actual and potential, on Canadian affairs is therefore considerable. The interests of the labour movement extend far beyond matters of wages and hours, as this very submission attests. Canadian labour is very conscious of its responsibilities to the community. It believes it can improve the quality of its participation through a better informed membership."

The Federal Government, the Congresses felt, should assume some measure

of responsibility for the financing of a program of workers' education, proportionate to the size of the labour movement and its educational needs. Such a program, it was considered, could best be provided by the universities, and the Commission was urged to recommend Federal endowments to the universities for this purpose.

One of the Congresses, the Canadian Congress of Labour, referred to the progress it had made in the field of workers' education through its national committee on education. "In the two years or so of its existence, the Committee can point to some achievements: resident short-term summer and winter schools, a staff seminar, and week-end institutes in cities across Canada; in many instances, this was done in co-operation with universities. This program of education has not only reached a good many rank and file members, as well as officers of the Congress, but, what is more important, has stimulated an interest in this type of activity. A very real appreciation of the value of workers' education is now apparent among Congress unions. As a result, the Committee's program is expanding and the establishment of a full-time Department of Education is anticipated in the not very distant future."

Aid to Universities

Federal aid, the Trades and Labour Congress believed, should begin first with the universities. "In particular," the brief stated, "such aid in the beginning could be afforded at no better point than in the field of Social Studies. Federal endowments for these University Departments and the studies that such grants could make possible would undoubtedly provide rich returns. The rapid and spectacular material progress of these days has created very difficult social problems for the individual and the community. A greater understanding of these and how they may be treated to produce a new feeling of confidence and social adaptability in the individual, and, with that, a development towards greater social tranquillity in the community would be more than sufficient return to justify the Federal expenditure involved."

"In this same field it appears reasonable to suggest that the new Federal Department of Citizenship and Immigration should be encouraged to make grants available to University Departments of social studies for the express purposes of enabling research into and study courses on race relations."

"Another field in which Federal grants to Universities would show immediate returns is Industrial Relations. . . . A prime need is for teaching courses in industrial relations, or union-management problems, in which either jointly or severally, management executives and union executives could enroll."

Federal aid to universities, the Canadian and Catholic Confederation of Labour suggested, would "convince the working class that the great institutions of education to which they contribute financially, through state aid, are equally at their service."

Radio and Television

Desire for the continuation of the present policy of Government control of radio broadcasting, and development of television as a nationally-owned utility, was expressed by all three Congresses.

Canada has developed a culture of her own, it was observed, and this culture must be preserved. "Outside control of radio is incompatible with that ideal."

On the question of making available additional funds to the Canadian Broadcasting Corporation, the Congresses, while recognizing the need, were unanimous in opposing any increase in the present radio licence fee. On the other hand, they did not wish to see the Corporation forced to depend upon private sources and commercial programs for revenue.

Application of the principle of fixed statutory grants, subject to revision by Parliament every ten years, as contained in the Bank Act, was recommended by the Trades and Labour Congress. "The affairs of the Corporation would thus be assured of public airing regardless of the particular desire of the government of the day or the existing political atmosphere throughout the country."

Two consultative committees, one for the English network, and one for the French network, to replace the Board of Governors, was recommended by the Canadian and Catholic Confederation of Labour.

The CCCL also proposed that the French and English networks should carry weekly one-hour programs, on both the French and English networks, devoted to subjects of especial interest to labour. Suggested as suitable topics were information on the cost of living, wage rates, employment, labour laws, the ILO, and legislative proposals of labour organizations. To give effect to this proposal, the Congress recommended the appointment of a committee composed of representatives of the CBC and the trade unions.

National Film Board

Corporate status for the National Film Board, comparable with that of the Canadian Broadcasting Corporation was recommended by the three Congresses.

The present conditions under which the Film Board is working were criticized, and there was general agreement that the Board, if it is to "fulfil its function," must be provided with increased funds and staff, and suitable accommodation.

The Congresses highly commended the documentary films produced by the National Film Board, and expressed a desire to see the Board extend its production and distribution activities.

National Gallery of Canada

The Congresses praised the work being done by the National Gallery of Canada in the face of difficulties due to lack of space and funds and urged that a new building, designed to meet the Gallery's specific needs, should be provided, together with adequate funds and staff.

Provision of facilities for the showing of the National Gallery's collections throughout Canada, by means of travelling exhibitions, was also recommended. "Pictures and works of art that are now owned and stored in the Museum at Ottawa cannot be shown in many parts of Canada because suitable facilities for their showing and protection are not available," the TLC brief observed. "The provision of country-wide facilities should be part and parcel of the development of a National Gallery in Ottawa."

National Museum of Canada

Adequate space and increased funds, sufficient to meet the needs of the National Museum, were also recommended. Because of lack of space, "major collections have had to be stored where the public cannot see them, and where students cannot make use of them," it was stated. Additional funds are required to make possible the publication and distribution of the Museum's "great volume of information."

Extension of Library Facilities

Attention was called to the need for providing increased library services throughout Canada. As a first step towards supplying this need, the facilities of the Library of Parliament should be extended, it was submitted.

A national library "should be an immediate project," the TLC brief declared.

"The need for such an institution, capable of meeting the expanding growth of knowledge and publications to provide a national fountainhead for all other libraries throughout Canada is far from a dream. Such an institution should be financed by the Federal Government but free to accept contributions and endowments from private individuals and organizations. Its collections, work and promotional activities should be integrated with those of the Library of Parliament and the Public Archives, but it should be separate from these in its management."

New Department Advocated

Canada's culture is "already having considerable influence upon the rest of the world," the Trades and Labour Congress stated. "It is bilingual and bi-traditional. Canada is not, as is so often claimed, just

a melting pot of the peoples and customs of the world. It is two melting pots, or perhaps more accurately, a melting pot in two sections. What is more important, there is now an almost continual bubbling over from one section into the other with a consequent improvement in the flavour and body of the cultural brew in each. Organized labour wants to see that process stimulated in the interests not only of culture and the arts, but of greater human understanding and national harmony.

This Congress, therefore, believes that your Commission would be more than justified in recommending the creation of a new department of Government with a full-time Minister to take all of these matters into consideration, give leadership to their development, and seek in the widest sense the public support for such cultural projects."

CANADIAN LABOUR ORGANIZATIONS PRESENT BRIEFS ON HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS

On March 20, 1950, the Senate of Canada established a Special Committee "... to consider and report on the subject of Human Rights and Fundamental Freedoms, what they are and how they may be protected and preserved, and what action, if any, can or should be taken to assure such rights to all persons in Canada ..."

In this article, the briefs submitted to the Special Committee by the Trades and Labour Congress and the Canadian Congress of Labour are summarized.

Canada's two major labour union congresses, in separate briefs to the Senate Committee on Human Rights and Fundamental Freedoms, have expressed the mutual conviction that a Bill of Rights should be incorporated into the Canadian Constitution. In this way, the Congresses agreed, labour and Canadians in general would be assured of a just, democratic and united society.

The Canadian Congress of Labour on April 27 urged the passage of a Bill of Rights and provision to curb the "indiscriminate and irresponsible" use of injunctions in labour disputes. On May 2, the Trades and Labour Congress expressed a similar request regarding human rights with the added statement: "While we strongly

desire the fullest expression and preservation of civil liberty in Canada, we are mindful of the existence of those who would use such freedom to destroy our civil rights and foment discord between minorities."

Welcoming the opportunity to present their views on such a vital subject as human rights, both congresses expressed their gratitude for the appointment of the Senate Committee. "We are pleased to note," the Trades and Labour Congress brief stated, "the creation and work of your Committee as one of the milestones along the educative and legislative road ...". In its presentation, the Canadian Congress of Labour stated that the work of the Committee is "of the highest importance to Labour and to all Canadian citizens."

Both congresses expressed the opinion that, without a Bill of Rights, injustices which had been perpetrated against labour in the past would be repeated in the future.

"Labour is vitally interested in this question," stated the CCL brief. "It has reason to be. Individually and collectively, it has suffered more from the deprivation of human rights and fundamental freedoms than any other section of the community. Unions came into existence to gain these rights and freedoms for the workers. They remain in existence to protect what they have won and to gain more. Their burden will be considerably lightened if some of the most important rights and freedoms can be protected, by a fundamental law, against violation both by private persons and corporations and by public authorities—Dominion, provincial and municipal.

"That is one obvious reason why Labour favours the incorporation of a Bill of Rights in our written Constitution. But there is a more basic reason. Unions can flourish, and workers can progress, only in a genuinely free and democratic society, in which the rights of all citizens, not merely of union members or wage-earners, are secure."

In a similar vein, the TLC paper pointed out that its demand "for positive assertion and preservation of human rights and fundamental freedoms, though made in 1950, has a long history. Trade unions know from bitter experience the need for constitutional protection of the right of peaceful assembly and the freedom of association. In this connection, it may be well to recall that trade unions were illegal bodies in Canada eighty years ago. Not until 1872, with the passage of the Trade Union Act, did they become legal associations.

"Although unions were no longer considered conspiracies after 1872, various provisions of the Criminal Code made union organization difficult and the rights of citizens as citizens, because they were trade unionists were often abrogated.

"Not only has the right of assembly been accorded to unionists in hesitating and niggardly fashion throughout the years, but it has been set aside in the past by unilateral action of the Parliament of Canada. In 1919, as a result of the activities of the One Big Union and the Winnipeg general strike, the Parliament of Canada amended the Criminal Code in Section 98. This amended section set aside the so-called inalienable rights of Canadians to peaceful assembly and freedom of speech.

"This piece of unreasonable, un-Canadian and unwarranted legislation enacted under

conditions of temporary panic remained in force until 1936. In those seventeen years sound, sensible and prudent citizens urged the repeal of Section 98. Their efforts were seemingly unavailing."

Injunctions

Opposition was also expressed towards the use of injunctions, police and the military in labour disputes. The Trades and Labour Congress stated: "We recognize and advocate the use of police forces for the protection of persons and property. However, many instances are on record of the use of such forces and, at times, of the military, in labour disputes. This use of police forces and military power we greatly dislike and oppose, and we believe any statement of civil rights and fundamental freedoms should be precise enough to preclude such action by the governing administrator."

Dealing with injunctions, the CCL quoted at length from a statement made by the Canadian Brotherhood of Railway Employees and Other Transport Workers to the House of Commons Committee on Industrial Relations in 1947. At that time the Brotherhood had protested against "the indiscriminate and irresponsible use of the injunction process, particularly the *ex parte* interim injunction" which, the CCL affiliate declared, "is coming to be used with increasing frequency."

Proceeding further with its argument, the Brotherhood had stated:—

The injunction procedure comes into operation usually at a critical period of employer-employee relations. Generally speaking, the injunctive procedure is exercised by an employer in the event of picketing activities by his employees in the course of a strike. The Labour Relations Board and the Department of Labour in each province administers the relationships between employers and their employees up to the moment where a strike is called. Very often, in fact almost invariably, the Department of Labour carries on its attempts to settle a strike after a strike is called. The courts do not figure in the picture at any stage of the proceedings. To bring the courts into the picture at the most critical stage of the proceedings is clearly unreasonable and unrealistic.

Courts of law are not familiar with industrial relations. The injunctive process is highly obnoxious to organized labour and its indiscriminate use is certainly not conducive to industrial tranquility.

It is suggested, therefore, that the injunctive process should not be permitted to be used unless there is real justification for exercising it in order to restrain violence, real or apprehended, etc. By requiring an employer to obtain approval of the Labour Relations Board, the courts are not being deprived of any jurisdiction.

It is merely a means of ensuring an investigation by a board whose approach to the problem would not be narrow and confined to the specific issue involved but, rather, would approach the problem from a broad standpoint and with a full knowledge of all the implications involved.

Union Security

The two labour organizations also maintained that adequate protection should be guaranteed with regard to union security. Alluding to the Universal Declaration of Human Rights as adopted by the United Nations, the TLC sought a third subsection to Article 17, the first two subsections of which read:—

(1) Everyone has the right to freedom of peaceful assembly and association.

(2) No one may be compelled to belong to any association.

The suggested subsection as advanced by the TLC states:—

(3) Nothing in subsections 1 and 2 of this section is to be construed as prohibiting the proper operation of a trade union agreement made between an employer and his employees, which contains a clause requiring all of the employees of that employer to be members of the specified union.

Striking a similar note, the CCL requested clarification of the same clause as contained in a draft amendment to the British North America Act submitted in 1948 by the Committee for a Bill of Rights to the Joint Committee of both Houses on Human Rights and Fundamental Freedoms.

"Article 17 (1) is the very corner-stone of trade unionism," stated the brief. "But Article 17 (2) might be held to prohibit closed shop, union shop, maintenance of membership, and even the Rand formula. Union security is a hard-won right. We set great store by it. We shall not give it up without a struggle. If this clause was not meant to outlaw union security, then it should be dropped or redrafted; if it was so intended then we shall be glad to submit detailed reasons for holding that any such prohibition would be a disastrous mistake, which would restrict freedom, not enlarge it . . ."

Among other topics upon which the congresses agreed in principle were: positive protection for all minority groups to prevent racial and religious discrimination; the right to own (or lease) property; rights and freedoms to be extended to the native population and opposition to dictatorship.

Economic Rights

While desiring economic and social rights for the Canadian people, the TLC and CCL approached these matters from different points of view in so far as the proposed Bill of Rights is concerned. In the opinion of the Trades and Labour Congress, a Canadian Bill of Rights should contain an article setting forth the right to an education; the right to work and the free choice of employment; the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond the individual's control.

On the other hand, the Canadian Congress of Labour stated: "We are not asking for the inclusion in the Bill of Rights of such 'economic' rights and freedoms as the right to full employment or freedom from want, or decent housing, or as much education for every child as he can profit by. Our reason is well stated in the brief supporting the 1948 draft Act, p. 7: ' . . . We exclude them because the establishment of such rights is the function of detailed legislation and economic policy within the scope of Parliament and the provincial legislatures and indeed of international action. It is an illusion to suppose that the "right of employment" or "freedom from want" can be secured by the type of constitutional declaration which is envisaged in a Bill of Rights . . .'

THE TRADES AND LABOUR CONGRESS' BRIEF

Launching into its presentation, the Trades and Labour Congress called to the attention of the Senate Committee the fact that the Congress had established in 1946 a Standing Committee to Combat Racial Discrimination. One of its principal objectives was the enactment of a Bill of Rights. Under the guidance of the Standing Committee, local committees have since been established in the main trade union and industrial centres to promote education on racial and religious prejudices, methods of eradicating them, and education on fair employment practices.

As mentioned previously, the Congress felt that a Bill of Rights was necessary to prevent a repetition of parliamentary unilateral action, such as Section 98 of the Criminal Code, which set aside civil liberties in 1919. At present, the "rights to free speech and freedom of assembly still remain unprotected against another similar action by Parliament," the brief stated.

Recommendation

The Congress then recommended "that our constitution . . . be amended so that our human rights and fundamental freedoms may be written into it, and, at the same time, that our constitution in regard to these matters be capable of amendment only by unanimous agreement of the Parliament of Canada and all of the provincial Legislatures."

Turning to political ideologies, the TLC reiterated its unalterable opposition to dictatorship, whether in the form of Fascism, Naziism or Communism.

Racial Discrimination

Strongly emphasizing the need for protection of minority groups the Congress stated: "We believe that the strength and constructive development of our Canadian democracy depends upon the unity of all our people. We recognize that there are individuals and groups who desire to maintain and foster their heritage of national characteristics and customs. These people and groups in our opinion need not be a weakening factor in our democracy. But we are also aware that certain persons and groups seek to accentuate these differences between native and foreign born people and foment antagonisms between racial and religious groups.

"This Congress believes that our Constitution should provide positive protection to all minority groups and definite legal restraints against discriminatory practices which may be employed to the detriment of any members of such minority groups.

"While it may not be possible to remove all discrimination against members of minority groups, many of these practices can be suppressed or greatly lessened by laws. Laws can foster the conviction that discrimination is wrong and fix standards that are recognized by the majority of the people. People obey the law to avoid its penalties although they may not respect it. Social customs grow up in harmony with the law. Not the least important factor arising from the existence of laws banning discrimination is the provision of indemnities for the person wronged."

In its choice of human rights and fundamental freedoms which should be preserved for all Canadians, the Congress referred the Committee to the Universal Declaration of Human Rights, extracts from which are reproduced in the brief.¹ In

the view of the Congress, its recommendations should be prefaced with suitable wording which would carry into the Constitution the prescription of Article 30 of the United Nations Declaration: "Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein."

Rights for Indians

In addition, the brief recommended that the rights and freedoms enunciated in the Declaration be enjoyed by Canada's native Indian population, who are subject at present to Federal law. In this way, their rights as well as those of all other Canadians would be among the entrenched clauses of the constitution.

Property

Regarding subsection 1 of Article 14 which states that everyone has the right to own property alone as well as in association with others, the brief expressed the opinion that it does not provide sufficient protection. "Many of our people are unable to own property," it explained. "They are forced through economic circumstances to lease for shelter the property of others. We would recommend that subsection (1) of this Article be amended to read: "Everyone has the right to own or lease property alone as well as in association with others."

In its concluding remarks, the Congress expressed the conviction that the "first and most important way in which our rights and freedoms can and will be preserved is through the constant vigilance of those who hold such rights and freedoms sacred. But along with this, we believe that our human rights and freedoms, once stated, and enacted into law, can be given constitutional and legal protection by requiring that they can be amended only by the unanimous consent of the Parliament of Canada and all of the Legislatures of the Provinces."

CANADIAN CONGRESS OF LABOUR BRIEF

At the outset of its presentation, the Canadian Congress of Labour explained its own definition of a Bill of Rights. "A mere Act of the Dominion Parliament is not enough," stated the Congress. "What Parliament has done, Parliament can undo; and there are many things it cannot do at

¹ The full text of the Universal Declaration of Human Rights appeared in the *LABOUR GAZETTE*, February, 1949, pp. 162-5.

all. Many of the most important rights and freedoms lie wholly, or largely, beyond its jurisdiction. They are almost completely at the mercy of the provinces and of the municipalities, over which the provinces have jurisdiction, and it is from the provinces and municipalities that many of the worst attacks on freedom in the last fifteen years have come."

While the Dominion has certain powers of control over the provinces, such as the power to reserve or disallow provincial acts and to make Remedial Orders, these are not sufficient protection against what the brief describes as "some iniquities" which "have been on the statute books for many years." To illustrate this statement, the Congress added: "Reservation stopped the Alberta Accurate News and Information Bill in 1937. It did not stop the Quebec Padlock Bill in the same year, nor the Prince Edward Island Trade Union Bill of 1948. Disallowance wiped out a series of Alberta Acts infringing on fundamental freedoms in 1937 and the years immediately following. It did not touch the Quebec Padlock Act . . . nor the Prince Edward Island Union Act of 1948 (though in this case the possibility of disallowance may have helped bring about the repeal of most of the 1948 Act in 1949)."

On the basis of this argument, the Congress proposed that a Bill of Rights to be effective must be part of the nation's fundamental law. "It must put the rights it seeks to protect beyond the power of both the Dominion Parliament and provincial legislatures."

Why a Bill of Rights?

In the awareness that nothing of its kind exists in Britain, the Congress nevertheless maintained that a Bill of Rights is necessary in Canada for four reasons. First, since Canada is a Federal state, local infringements on civil liberties cannot be remedied by Parliament; for the municipalities are beyond the power of the Dominion Government and the provinces almost entirely so.

Second, Canada is a land of many peoples and many traditions which enrich our national life but also give prejudice "extra targets". Third, the British tradition in the matter of civil liberties is not as strongly rooted here, even among people of British origin, as it is in Britain. "Everybody knows," states the brief, "that certain resorts patronized mainly by people of British stock refuse to admit Jews. The Prince Edward Island Trade Union Act issued from a community overwhelmingly British."

Finally, "Britain has no written Constitution incapable of change by ordinary Act of Parliament. Canada has and it establishes rights which neither Parliament nor Legislatures can touch. Until civil liberties are as powerful an influence as they are in Britain a Bill of Rights is essential," the brief stated.

Contents of the Bill

The Congress then presented a detailed draft suggesting 31 clauses which it believes should be contained in a Bill of Rights. Included in these clauses was the proposal that the phrase "civil liberties" be used in preference to "civil rights." The latter might be misconstrued as referring to the civil rights clause in Section 92 of the BNA Act which sets forth the powers within provincial jurisdiction. Any ambiguity with regard to the meaning of the term might hinder the adoption of the legislation, the CCL maintained.

Another proposal stated that every person should be entitled to the rights and freedoms set forth in the Bill without distinction of any kind such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. The Congress heartily endorsed the inclusion of such a clause with one qualification. "The word 'political,'" states the brief, "raises the possibility that Communists or Fascists might use this section to force themselves into positions from which, in the interests of public safety, they should be debarred. We do not favour any enactment which would lead to this result, though we admit the difficulty of framing a section which would protect the community against this danger without at the same time making easier improper discrimination against members of ordinary political parties."

Dealing with racial and religious discrimination, the Congress declared that the necessity for protective legislation had been made "painfully evident." It, therefore, suggested the inclusion of the provisions of the Saskatchewan Bill of Rights, Section 8-14:—

8. (1) Every person and every class of persons shall enjoy the right to obtain and retain employment without discrimination with respect to the compensation, terms, conditions or privileges of employment because of the race, creed, religion, colour or ethnic or national origin of such person or class of persons.

(2) Nothing in subsection (1) shall deprive a religious institution or any school or board of trustees thereof of the right to employ persons of any particular creed or religion where religious instruction forms or can form the whole or part

of the instruction or training provided by such institution, or by such school or board of trustees pursuant to the provisions of *The School Act*, and nothing in subsection (1) shall apply with respect to domestic service or employment involving a personal relationship.

9. Every person and every class of persons shall enjoy the right to engage in and carry on any occupation, business or enterprise under the law without discrimination because of the race, creed, religion, colour or ethnic or national origin of such person or class of persons.

10. Every person and every class of persons shall enjoy the right to acquire by purchase, to own in fee simple or otherwise, to lease, rent and to occupy any lands, messuages, tenements or hereditaments, corporeal or incorporeal, of every nature and description, and every estate or interest therein, whether legal or equitable, without discrimination because of the race, creed, religion, colour or ethnic or national origin of such person or class of persons.

11. Every person and every class of persons shall enjoy the right to obtain the accommodation or facilities of any standard or other hotel, victualling house, theatre or other place to which the public is customarily admitted, regardless of the race, creed, religion, colour or ethnic or national origin of such person or class of persons.

12. Every person and every class of persons shall enjoy the right to membership in and all of the benefits appertaining to membership in every professional society, trade union or other occupational organization without discrimination because of the race, creed, religion, colour or ethnic or national origin of such person or class of persons.

13. (1) Every person and every class of persons shall enjoy the right to education in any school, college, university or other institution or place of learning, vocational training or apprenticeship without discrimination because of the race, creed, religion, colour or ethnic or national origin of such person or class of persons.

(2) Nothing in subsection (1) shall prevent a school, college, university or other institution or place of learning which enrolls persons of a particular creed or religion exclusively, or which is conducted by a religious order or society, from continuing its policy with respect to such enrolment.

14. (1) No person shall publish, display or cause or permit to be published or displayed on any lands or premises or in any newspaper, through any radio broadcasting station, or by means of any other medium which he owns, controls, distributes or sells, any notice, sign, symbol, emblem or other representation tending or likely to tend to deprive, abridge or otherwise restrict, because of the race, creed, religion, colour or ethnic or national origin of any person or class of persons, the enjoyment by any such person or class of persons of any right to which he or it is entitled under the law.

(2) Nothing in subsection (1) shall be construed as restricting the right to freedom of speech under the law, upon any subject.

Referring to the "deplorable shortcomings" of our policy towards the Indians, the Congress stated that "a Bill of Rights prohibiting discrimination would be of immeasurable assistance."

In addition, the CCL proposed that the arbitrary arrest, detention or exile of any person should be illegal. The Congress maintained the necessity of such a clause for two reasons. First, the Order in Council of October 6, 1945, as a result of which people suspected of espionage were detained and interrogated by a Royal Commission. "The ordinary protection of counsel and *habeas corpus* was denied to them," the brief stated. "No charges were preferred against them but they were held incommunicado." Second, three Orders in Council of December, 1945 "which, if they had been enforced would have exiled to Japan some 11,000 or more persons of Japanese origin, a large proportion of whom were Canadian-born citizens."

Finally, the Congress maintained that because the need to protect "religious freedom, and freedom of assembly for unpopular minorities . . . has been made abundantly clear" there should be provision for the following:—

Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others, and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Everyone has the right to freedom of peaceful assembly and association.

Endorse Universal Declaration

With a view to protecting civil liberties until such time as the envisaged bill may be adopted as part of the Canadian constitution, the CCL urged Parliament to endorse the Universal Declaration of Human Rights. It also proposed that the Dominion use the extensive power it now has to protect fundamental rights and freedoms. This could be accomplished possibly by the establishment of a permanent standing committee and the organization of a civil rights section of the Department of Justice.

The Canadian Congress of Labour also dealt in detail with seven pieces of provincial legislation which were described as "flagrant violations, or attempted violations, of fundamental rights and freedoms in the last 15 years." These acts were:

The Credit of Alberta Regulation Act, 1937; the Bank Employees' Civil Rights Act (Alberta), 1937; The Judicature Act Amendment Act (Alberta), 1937; A Bill to Ensure the Publication of Accurate News and Information (Alberta), 1937; An Act Respecting Communistic Propaganda (Quebec), 1937 (The Padlock Act); The Trade Union Act (Prince Edward Island), 1948; An Act Respecting Publications and Public Morals (Quebec), 1950.

"Against measures of this kind, which have actually come into force," states the brief, "disallowance affords the quickest and most effective, and, if they are *intra vires*, the sole remedy. There can be no doubt that the Fathers of Confederation meant the power to be used against unjust, oppressive or even unwise legislation."

In the opinion of the Congress, disallowance is not, however, always an adequate remedy because irreparable damage may occur between the time of the passage of the legislation and its disallowance by the Dominion Government.

"Against this," comments the brief, "the only remedy would appear to be in the Dominion's power to instruct a Lieutenant-Governor to reserve bills for the Governor-General's pleasure. The British North America Act, Section 90, gives the Lieutenant-Governor power to reserve any bill 'according to his discretion but subject to the provisions of this Act and to His Excellency's Instructions.' . . .

"The power is, as the Department of Justice remarked in 1938, 'a statutory power in full vigour, and it cannot be said

to have become inoperative through non-use. For even if it were the case (and it is not . . .) that this power had never been exercised, or had been infrequently exercised, . . . the continued legal existence of the power and the legal right of the responsible authorities, in the exercise of a sound discretion, to exercise it would be wholly unaffected by that fact.'

"The use of extraordinary remedies like disallowance and reservation would be less necessary if the Dominion's legislative powers were what the Fathers of Confederation intended them to be, or if we had a Bill of Rights on the American pattern. (But now) some provinces are claiming a quasi-Dominion status, as 'autonomous communities, in no way subordinate to the Dominion, though united by a common allegiance to the Crown, and fully associated in the Canadian Commonwealth of Nations.' If the powers of reservation and disallowance were necessary in 1867, how much more now!"

The Canadian Congress of Labour brought its brief to a close with the following thought: "The work this Committee has undertaken is vital not only to our material, moral and spiritual welfare but to our very existence as a free society. The fundamental rights and freedoms the Committee is considering are the very essence of democracy. Unless we can preserve and extend them, we cannot hope to survive in the struggle with totalitarianism, nor shall we deserve to survive."

LABOUR CONGRESSES SUBMIT BRIEFS ON OLD AGE SECURITY

*Briefs submitted by the Trades and Labour Congress and the Canadian Congress of Labour were among those recently heard by the Joint Committee of the Senate and the House of Commons on Old Age Security.**

Stressing the need for full security for all Canadians, the Trades and Labour Congress of Canada and the Canadian Congress of Labour recently submitted briefs to the Joint Committee of the Senate and the House of Commons on Old Age Security. Both organizations recommended the establishment throughout Canada of a scheme of uniformly applied old age pensions at age 65 without any means test. Pensions would be granted as a right rather than a privilege and would form the basis of a comprehensive scheme of old age security.

The two briefs differ in their estimates of the basic old age pension that should be paid. The TLC estimated that \$60 per month was the basic minimum pension suitable to maintain a decent living standard. The CCL estimated that the minimum pension should be \$50 per month, but in its view, this amount should be supplemented by a productivity bonus of two per cent per year on a cumulative basis.

The TLC recommended that pensions be financed on a contributory basis, similar to the present unemployment insurance scheme, with the cost of administration paid by the government. The CCL pension would be completely financed by an increase in direct taxes.

In the field of industrial pensions, the CCL advocated a non-contributory pension financed entirely by management. The administration would be shared by the employees (through their unions), and the employer. The TLC on the other hand minimized the value of private pension plans.

Summary of TLC Brief:

In its opening remarks, the Trades and Labour Congress expressed the hope that "the Parliament of Canada will adopt legislation at this session which will provide for a comprehensive scheme of full social security for all Canadians". The basis of this scheme would be an old age pension

of \$60 payable to anyone with 15 years residence in Canada regardless of economic or social position.

The TLC does not favour private industrial pensions because, in its view, the growth of private pension plans, while providing some protection for the individuals covered, has created great difficulties. "These plans," the brief states, "have tended to immobilize the labour force and to reduce the freedom of economic movement of the individual. They have created the condition in which old age can now begin at forty years."

"The point we wish to emphasize is that, where private pension plans are in effect, the hiring policy must be geared to the scheme. The financial soundness of such schemes depends upon young people being employed and the preference is thus for those in their twenties and thirties. Regardless of the training, skill or experience of an applicant of forty or over his chances of being hired are very small because he doesn't fit into the pension scheme.

"There is this further consideration. Many thousands of our people engaged in seasonal employment cannot hope to be covered by private pension schemes. We refer to such large and important groups as the construction and logging industries. To this may be added the thousands who work for less profitable or marginal undertakings in which the establishment of private pension plans is very unlikely."

The plan advocated by the TLC would be financed on a contributory basis, similar to the present unemployment insurance scheme. The plan would include old age pensions, mothers' allowances, unemployment insurance and national health services. The cost of administration would be met by the Federal Government.

The Congress estimated that the cost of this plan would be approximately \$720 million. Assessing the national total of assessable personal income at approximately \$10 billion, the TLC recommended the levying of a six per cent social security contribution. The balance would be offset

* For further information on the activities of this committee, including a summary of the brief submitted by Dr. A. MacNamara, Deputy Minister of Labour, see page 987 of this issue.

by the \$120 million currently being spent by the Provincial and Federal Governments on old age pensions.

The brief recognizes that if "payments are to be made on a relatively fixed basis" and contributions collected from "a relatively changing base", it will probably be necessary to establish a small contingency fund. "It might be well," the brief states, "to set aside in each year a small sum, say, equal to one of two per cent of the total pension payments, as a cushion. This fund and the whole procedure should be reviewed by Parliament every ten years, and necessary adjustments made in the light of experience."

The TLC brief recommended that the eligible age for blind pensions be reduced from 21 to 18, and that following the establishment of a national health scheme, free medical, dental, surgical and hospital care be provided for old age and blind pensioners.

In concluding, the TLC expressed the view that "anything done now or in the future in regard to the improvement of security for our aged citizens, should be capable of easy integration into a scheme of comprehensive social security for all people of all ages." According to the brief, such a scheme would require the support of "a sound and flourishing economy," with the "fundamental economic security of full employment" maintained at all times.

Summary of CCL Brief:

The CCL position on old age security is based on its belief in the need for "a comprehensive program covering old age pensions, health services, sickness cash benefits, disability benefits, etc., as well as existing schemes like unemployment insurance and family allowances." The Congress brief states "that economic security should be the birthright not merely of a fortunately situated few but of all."

In the Congress view, old age security should be based on the Old Age Pensions Act, and the Government Annuities Act. The brief is divided into two parts: (1) a consideration of present federal old age legislation and possible improvements, and (2) a review of industrial pensions, with proposed changes in the Government Annuities Act among other things."

In its remarks on the Old Age Pensions Act, the CCL said: "the enactment of the Old Age Pensions Act in 1927 was thus a belated and inadequate recognition of the changes which had taken place in Canada during the first 60 years of her existence. The Act has been and continues to be open

to criticism on three major points: (1) the unduly high retirement age; (2) the insufficient pension; and (3) the means test.

"The requirement that an applicant must have attained age 70 to qualify for a pension is onerous by any standard. It is made more so by the difficulties encountered by older workers in finding employment."

The Act was also criticized because its application varies from province to province. As a result of this, the CCL points out that "two pensioners in similar circumstances may receive substantially different amounts solely because they live in different provinces."

The old age pension recommended by the CCL would be financed entirely by the federal government, and the Congress estimates that it would add a net charge of \$500 million to the Federal Treasury. This sum would be raised in three ways:—

1. By increasing the taxes on corporation incomes to their wartime levels.
2. By an average increase of 25 per cent in personal income taxes. This would be done on a graduated basis, so as to bear most heavily on larger incomes.
3. By assessing income taxes at a lower level for the specific purpose of financing old age pensions.

The CCL recommended further that the present \$500 exemption granted to taxpayers over 65 be dropped. This would recover further amounts from those over 65 able to pay income taxes.

To supplement the old age pensions, the Congress brief said that "the next logical step is a scheme of contributory pensions such as exists in many countries today, notably in the Commonwealth countries and in the United States. Such a scheme should be universal in its application; contributions should be graduated on the basis of income." These pensions should be paid on a basis of contributions the brief states, because: "a flat sum benefit would tend to be tied to the income of the lowest income group. Better paid groups would thus receive pensions disproportionate to their incomes at retirement and would face an unduly drastic cut in living standards."

The brief expresses concern over "the tendency for the pension to remain fixed for substantial periods of time. Important economic changes may take place, sometimes rapidly, critically affecting the value of the pension, but it will remain stable or change in amount only slowly."

To offset this condition, the CCL recommends that a bonus based on productivity be paid pensioners. The brief states: "While productivity is difficult to measure, the skill in measuring it has developed considerably and a more accurate yardstick is becoming available. At any rate, there is no disputing the fact that productivity has been going up and it is generally assumed to average around two per cent a year over a long span. The Congress believes that it would be safe to fix the increase in productivity arbitrarily at two per cent and give to pensioners a bonus of two per cent a year on a cumulative basis, on the basic non-contributory pension. This would provide pensioners with some assurance that they are not being left behind as the country moves forward. It would have the further important effect of enabling the purchasing power of a substantial section of the population to keep pace with the volume of goods and services being made available."

With regard to industrial pensions, the CCL was firm in its stand that these should not form the basis of old age security. In its view "private pensions would be a useful supplement for long-service employees and would be largely limited to fulfilling that purpose."

According to the brief, the Congress is now pressing for private pensions for two reasons: "(1) the absence of adequate public old age pensions and (2) the belief that employers have an obligation toward their employees that goes beyond mere payment of wages."

The CCL favours private pensions that are non-contributory in character, because it regards pension contributions by the employer "as merely a deferred wage payment; the same sums could just as easily go directly into the pay envelope. They are liable to be terminated through bankruptcy or weakened by lack of funds." While industrial pensions would be non-contributory, the Congress said that they fell within "the area of collective bargaining." The pensions "should be administered jointly in the same manner as the collective agreements which provide for their establishment. Otherwise, a major condition affecting the employees is removed from the scope of union-management relations and is placed unequivocally

in the hands of the employer." To administer the pensions, the Congress said it favoured: "the establishment of Boards of Trustees composed of equal numbers of union and management representatives together with an impartial chairman."

The brief states that the Annuities Branch of the Department of Labour would be the best agency to underwrite pension plans. However, the Annuities Act would have to be amended to eliminate what the Congress describes as "certain unfavourable features of the Annuities Act." These are set forth as follows:—

(a) "The Act does not make it possible for a Board of Trustees as contemplated above to enter into a contract with the Crown for the purpose of providing annuities to the employees of a particular firm. The Act provides that the employer alone may enter into such a contract on behalf of his employees.

(b) "There is a maximum pension of \$1,200 a year beyond which the Annuities Branch will not write a pension contract. This necessitates supplementary contracts with other agencies.

(c) "There is no cash rebate privilege on the amount of vested right if separation takes place before retirement. This removes the element of choice which an employee should properly have. (The employee must accept a paid-up annuity for his vested right, payable at his normal retirement age.)

(d) "The Act and the regulations under it are unnecessarily restrictive and rigid. Thus supplementary disability pensions may not be written into an Annuities Branch contract."

The Congress would prefer to see the Annuities Branch set up as a Crown Corporation, "with sufficient flexibility of operation to make possible rapid adjustments to new trends. This would, of course, require the repeal of the present Act and the enactment instead of legislation establishing the Crown Corporation and outlining its functions in fairly broad terms."

The CCL states that, in its opinion: "Old age security is one of the most urgent problems confronting Parliament. Its solution must not be delayed. Canada can show no greater faith in its future than by assuring a safe and contented future for its citizens in their old age."

HOURS AND WORKING CONDITIONS IN THE MANUFACTURING INDUSTRIES OF HALIFAX, MONTREAL, TORONTO, WINNIPEG AND VANCOUVER, OCTOBER 1949

The normal work week and conditions of work differed, by varying degrees, in the five major Canadian cities dealt with in the following article. Overtime, vacations and sick leave showed minor differences between cities; the normal work week and statutory holidays varied almost as much between the cities as within them. The proportion of workers reported covered by written collective agreement ranged from about 40 per cent in Halifax to 90 per cent in Vancouver.*

The manufacturing industries play a major role in many Canadian urban centres. In this study of hours and working conditions in the largest cities of each of our five main regions, information has been used not only from plants in the cities of Halifax, Montreal, Toronto, Winnipeg and Vancouver, but also from those in nearby communities which form part of their metropolitan areas.

The majority of plant workers in the manufacturing industries of each city, except Halifax, were reported on a five-day week. Over 85 per cent of the workers in Toronto and Vancouver, 77 per cent in Montreal, 54 per cent in Winnipeg and 24 per cent in Halifax were working five days per week. Most of the workers were on a work week of from 40 to 45 hours. Time and one-half was generally paid for work after standard daily or weekly hours, and double time was often predominant for work on Sundays or statutory holidays.

Initial vacations with pay of one week after a year of employment were common in all the cities, with many workers receiving an additional week or two after longer periods of employment. Most of the workers in each city were employed in

establishments observing from seven to nine statutory holidays, and the majority, except in Halifax and Vancouver, were paid for six to eight of these days if not worked. The proportion of workers under collective agreement varied from about 40 per cent in Halifax to 90 per cent in Vancouver. Sick leave with pay was granted by establishments employing from 35 to 50 per cent of the workers in each city.

Information on hours and working conditions in some 2,200 establishments, employing over 213,000 plant workers, has been analysed to obtain this comparative picture of these five Greater Cities. Over 92,000 of the workers were employed in the manufacturing establishments of Montreal, almost 80,000 in Toronto, 22,000 in Vancouver, 14,000 in Winnipeg, and about 5,500 in the establishments of Halifax (Table I).

Over one-half of the plant workers in Halifax were employed in the Iron and Steel Products Industry, and one-third in the Food and Beverages Industry. In Montreal and Toronto the industrial distribution of the plant employees was fairly similar, with one-quarter of these workers engaged in the manufacture of Iron and Steel Products. Other large industrial groups in these two cities were the Food and Beverages, Textiles and Clothing, and Electrical Products Industries. Thirty-five per cent of the plant workers in Winnipeg were in the Food and Beverages Industry, and 21 and 16 per cent were in the Iron and Steel Products and Textiles and Clothing Industries respectively. In Vancouver, 40 per cent of the workers were in the Wood Products

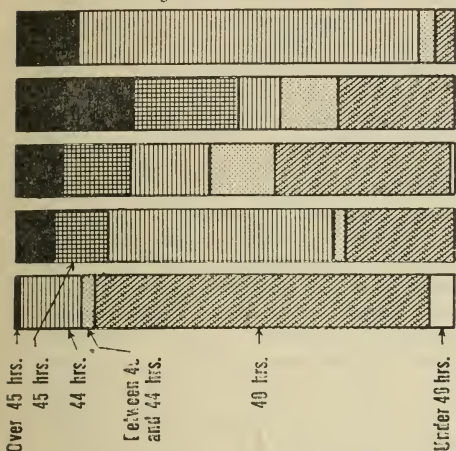
* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 by the Economics and Research Branch of the Department of Labour. Employers were asked to report on certain conditions of work as well as to give, by occupation, the wage or salary rates of time workers and the straight-time earnings of employees on piece work during the last pay period preceding October 1, 1949.

For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

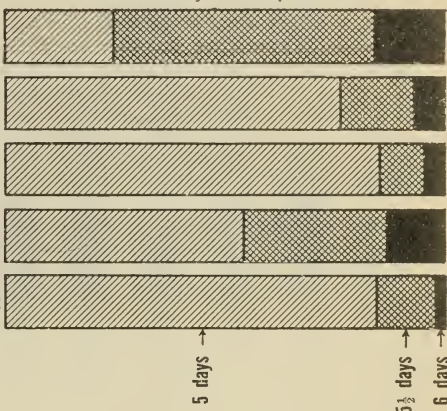
IN FIVE MAJOR CANADIAN CITIES, OCTOBER 1949, . . .

. . . the normal work week of plant employees in the manufacturing industries showed about as much variation within the cities as between them.

Percentage d'stribution of normal hours . . .

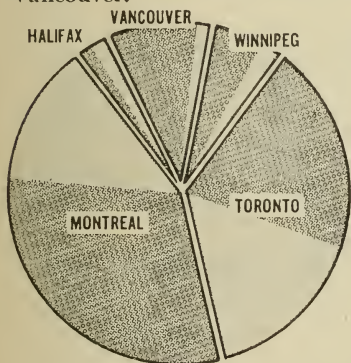


. . . and days worked per week



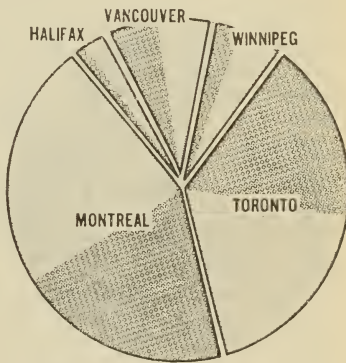
The proportion of workers under collective agreement varied from about 40 per cent in Halifax to 90 per cent in Vancouver.

From 35 to 50 per cent of the workers in each city were eligible to receive sick leave with pay.



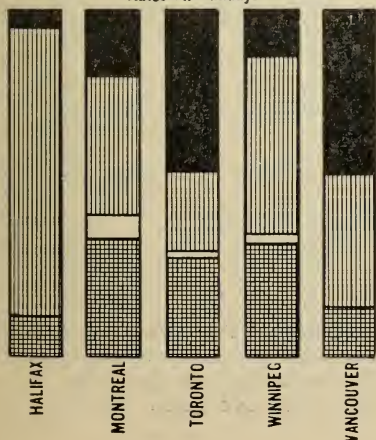
Under collective agreement . . . Eligible for sick leave with pay.

Not under collective agreement . . . Not eligible for sick leave with pay.

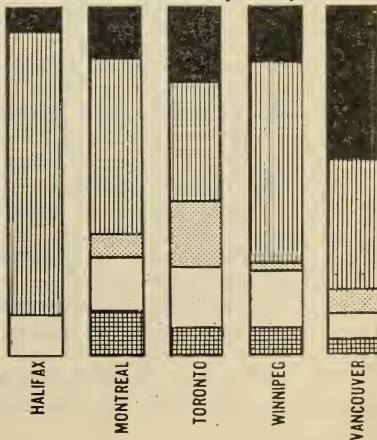


Overtime rates were commonly time and one-half after daily or weekly hours, but double time was often predominant for work on Sundays or statutory holidays.

Rates on Sundays



Rates on Statutory Holidays



Industry, and over 20 per cent were in each of the Food and Beverages and Iron and Steel Products Industries.

The proportion of female plant employees in the manufacturing industries of the five cities ranged from 15 per cent in Vancouver to 27 per cent in Montreal. Twenty per cent of the plant workers in Halifax and 25 per cent in Toronto and Winnipeg were women. The proportion of women varied greatly between industries, with the highest ratio, from about 60 to 70 per cent, in the Textiles and Clothing industrial group.

Collective Agreements.—The number of workers reported to be covered by written collective agreement varied from 39 per cent in Halifax to 89 per cent in Vancouver. Fifty-six per cent of the workers in Toronto were reported covered by a union contract, 66 per cent of the workers in Winnipeg, and 70 per cent in Montreal. Most of the workers under collective agreement in these cities were represented by CIO-CCL or AFL-TLC international unions, except in Halifax where the largest group of workers were reported to be represented by directly chartered CCL unions. A number of establishments in Montreal reported having collective agreements with the Canadian and Catholic Confederation of Labour. Local and independent unions, including employees' associations, represented a negligible proportion of the workers in Vancouver and Winnipeg who were covered by collective agreement, about 14 per cent of the workers covered in Montreal, 17 per cent in Toronto and 27 per cent in Halifax.

The Normal Work Week (Tables II and III).—In Toronto, Winnipeg and Vancouver, provincial statutes limit the hours of work in factories. In Montreal, provincial factories legislation places some restriction on hours of work, but this applies only to women and boys under 18 except for special restrictions by Orders in Council under the Quebec Collective Agreement Act. Under all Hours of Work Acts the administrative authority has power to permit exceptions. In Montreal the legal maximum for women and boys under 18 is 54 and 55 hours per week respectively. In Toronto the maximum is 48 hours per week, and where exemption has been granted the maximum permitted for women and boys under 16 is 60 hours. In Winnipeg the maximum is 44 hours for women and 48 hours for men unless time and one-half is paid. In Vancouver the maximum is 44 hours.

The normal work week for female plant workers was generally the same as those

for the male workers in the same establishment, but in some cases the women were reported to be working fewer hours per week. In Halifax, 80 per cent of the male and 69 per cent of the female plant workers were on a 44-hour week, although an almost equal proportion of the male and female workers, 86 and 87 per cent respectively, were working 44 hours or less per week. In Montreal, 22 per cent of the male workers were on a 40-hour week, 24 per cent were on a 45-hour week and almost 20 per cent were on a 48-hour week. Of the female workers, 39 per cent were working 40 hours per week, 24 per cent were working 45 hours, and only eight per cent were working 48 hours per week.

There was a noticeable variation in the normal weekly hours of the plant workers in Toronto, as was the case in Montreal. Almost 40 per cent of the male plant workers were working 40 hours per week and 34 per cent were almost equally divided between 44 and 45 hours per week. Forty-five per cent of the female employees were on a 40-hour week. Over one-half of both the male and female plant workers in Toronto were working 42½ hours or less per week.

In Winnipeg, 60 per cent of the male workers were on a 44-hour week and 16 per cent were on a 40-hour week. Fifty-four per cent of the female plant employees were working 40 hours per week and 29 per cent were working 44 hours per week. In Vancouver, 78 per cent of the male and 68 per cent of the female workers were on a 40-hour week.

Some indication of the difference in the distribution of normal weekly hours of work in the five cities may be obtained by comparing the percentages of the total employees in each city working more than 44 hours per week. Fourteen per cent of the plant workers in Halifax, 51 per cent in Montreal, 27 per cent in Toronto, 20 per cent in Winnipeg and less than one per cent in Vancouver were on a normal work week of over 44 hours.

The five-day work week was quite common in Toronto and Vancouver, where at least 85 per cent of the plant workers were reported on this basis. Seventy-seven per cent of the workers in Montreal, 54 per cent in Winnipeg, and 24 per cent in Halifax were reported on a five-day week. In all the cities, except Vancouver, a higher proportion of the females than the males were working five days per week.

Overtime Rates of Pay (Table IV).—Time and one-half was the common overtime rate for work after standard daily or weekly hours in the five cities. For work

on Sunday, double time was predominant in Halifax, Montreal and Winnipeg, while time and one-half was paid to the largest groups of workers in Toronto and Vancouver. Substantial numbers of workers, however, did receive double time for Sunday work in Toronto and Vancouver.

Double time was the rate generally paid for work on statutory holidays in all the cities except Vancouver. Although this rate was reported by establishments employing 38 per cent of the workers in Vancouver for work on statutory holidays, a slightly higher percentage were in establishments paying time and one-half for work on these days. Time and one-half was also paid to large groups of workers in Montreal, Toronto and Winnipeg. Double time and one-half was reported paid in many cases, particularly in Montreal, Toronto and Vancouver; and in a few instances triple time was reported paid for work on statutory holidays.

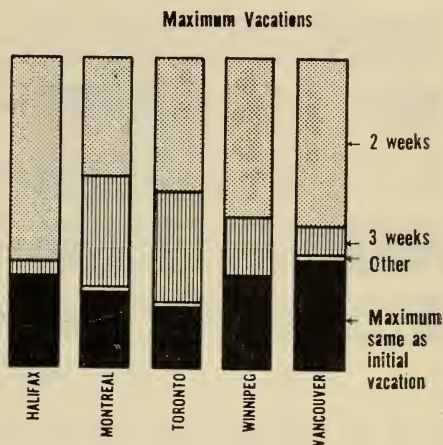
Vacations with Pay (Table V).—

Annual holidays with pay for most workers in Montreal, Toronto, Winnipeg and Vancouver are provided by provincial statute or under provincial statutory authority. In these cities a worker is entitled to one week's vacation with pay after one year of employment. The rate of pay for this vacation is two per cent of earnings, or, if on a time basis, regular weekly pay in Montreal; two per cent of earnings in Toronto; and regular pay in Winnipeg and Vancouver. If a worker has worked less than a year, he is entitled, in Montreal, to a half-day for each calendar month of employment. If he terminates his employment during a working year, he is entitled, in Montreal, Toronto and Vancouver, to holiday pay for the time he has been employed.

Most of the workers in the five cities were in establishments providing an initial vacation with pay of one week, generally after one year of employment. An initial vacation of two weeks, or its equivalent of four per cent of earnings or one day per month, was received by over 20 per cent of the plant workers in Halifax, but by less than 10 per cent of the workers in the other cities.

Over sixty-five per cent of the workers in each of the cities were in establishments which increased the vacation with pay as the worker's term of employment lengthened. In most cases the maximum allowance was two weeks, or four per cent of earnings, generally after five years of employment. In Montreal and Toronto a maximum vacation of three weeks with pay was given by establishments employing

Initial vacations with pay of one week after a year of employment were general in each city; maximum vacations were mainly two or three weeks.



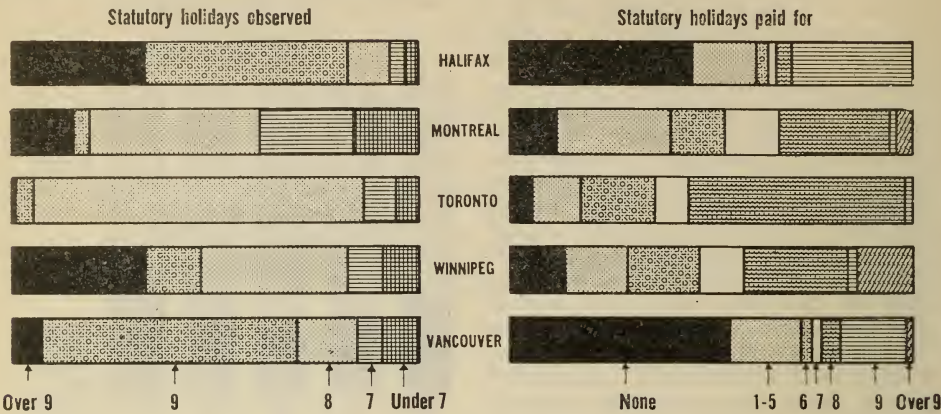
over 35 per cent of the plant workers. Most of these employees received the three weeks' vacation after 25 years of employment.

In addition to the initial and maximum vacations shown in the table, many workers were in establishments which provided for some intermediate vacation periods. These consisted, mainly, of two weeks vacation with pay after five years or less of employment.

Statutory Holidays (Table VI).—Provincial statutory regulations concerning public holidays affect the employees in Halifax, Montreal, Winnipeg and Vancouver. Factories in Winnipeg and Vancouver must be closed on public holidays unless permission is given for employment. Wages in relation to public holidays in these cities are dealt with under the provincial minimum wage laws. Quebec General Minimum Wage Order 4, however, has no provision for public holidays, but some special Orders require holidays to be observed or a punitive rate paid.

The number of statutory holidays observed by the establishments varied within each city, although a certain number of days predominated. Observed statutory holidays in this article include the number of days when the establishment is not operating by reason of Dominion, Provincial or Municipal holidays, or because of religious holidays regularly observed. Over one-half of the plant workers in each city were in establishments reporting the observance of the following number of statutory holidays:

Seven to nine statutory holidays were observed by the majority of workers in each city and most, except in Halifax and Vancouver, were paid for six to eight of these days if not worked.



nine or ten in Halifax, seven or eight in Montreal, eight in Toronto, eight or ten in Winnipeg and nine in Vancouver. Ninety-three per cent of the plant workers in Halifax, 60 per cent in Montreal, 88 per cent in Toronto, 82 per cent in Winnipeg and 86 per cent in Vancouver were in establishments observing eight or more statutory holidays.

Only about half of the workers in Halifax and Vancouver, 54 and 45 per cent respectively, received pay for some or all of the statutory holidays observed although not worked. In the other three cities most of the workers were paid for some or all of the observed days. The largest groups of workers were in establishments paying for nine statutory holidays in Halifax and Vancouver and eight statutory holidays in

Montreal, Toronto and Winnipeg. Thirty-four per cent of the plant workers in Halifax, 33 per cent in Montreal, 57 per cent in Toronto, 43 per cent in Winnipeg and 22 per cent in Vancouver were paid for eight or more observed statutory holidays.

Sick Leave with Pay.—Almost one-half of the workers in Toronto, 46 per cent in Montreal, 42 per cent in Vancouver, 40 per cent in Winnipeg and 34 per cent in Halifax were reported to be covered by some arrangement for payment during periods of illness. The usual provision was through an established group insurance or sick benefit fund scheme. In Halifax, however, the largest group of workers received sick leave with pay at the discretion of management.

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND WORKERS, BY MAJOR INDUSTRIAL GROUP, IN THE MANUFACTURING INDUSTRIES OF FIVE CANADIAN CITIES, OCTOBER 1949

	ALL MANU- FAC- TUR- ING INDUS- TRIES	Food and Beverages	Textiles and Clothing	Wood Products	Printing and Publishing	Iron and Steel Products	Non-ferrous Metal Products	Electrical Products	Other Industries
HALIFAX									
Number of Establishments.....	46	15	5	3	6	14	.....	.....	3
Number of Plant Workers:									
Male.....	4,430	1,089	122	45	168	2,920	.....	.....	86
Female.....	1,103	793	212	.....	18	77	.....	.....	3
Total.....	5,533	1,882	334	45	186	2,997	.....	.....	89
MONTREAL									
Number of Establishments.....	784	89	301	56	57	104	26	20	131
Number of Plant Workers:									
Male.....	66,929	10,787	7,141	3,518	3,446	22,592	2,537	5,533	11,375
Female.....	25,303	2,752	11,707	293	874	874	190	2,089	6,524
Total.....	92,232	13,539	18,848	3,811	4,320	23,466	2,727	7,622	17,899
TORONTO									
Number of Establishments.....	850	80	224	52	98	154	51	52	139
Number of Plant Workers:									
Male.....	59,504	9,757	3,908	2,390	5,996	18,603	4,035	7,441	7,374
Female.....	19,859	4,927	5,674	235	1,612	1,460	844	2,889	2,218
Total.....	79,363	14,684	9,582	2,625	7,608	20,063	4,879	10,330	9,592
WINNIPEG									
Number of Establishments.....	188	38	45	24	26	29	5	3	18
Number of Plant Workers:									
Male.....	10,562	3,784	677	1,045	1,145	2,875	172	143	721
Female.....	3,474	1,100	1,616	134	313	31	.....	47	233
Total.....	14,036	4,884	2,293	1,179	1,458	2,906	172	190	954
VANCOUVER									
Number of Establishments.....	326	51	22	81	25	100	10	8	29
Number of Plant Workers:									
Male.....	18,727	3,370	293	8,311	831	4,457	199	260	1,006
Female.....	3,222	1,420	733	604	118	137	2	15	203
Total.....	21,959	4,790	1,026	8,915	949	4,594	201	275	1,209

TABLE II.—NORMAL WEEKLY HOURS FOR PLANT WORKERS, MALE, IN THE MANUFACTURING INDUSTRIES OF FIVE CANADIAN CITIES, OCTOBER 1949

HALIFAX		MONTREAL		TORONTO		WINNIPEG		VANCOUVER	
Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers
Normal Weekly Hours									
<i>5-day week</i>									
Under 40	.....	6	139	11	293	.....	.....	5	1,077
Over 40	4	268	14,566	355	23,370	62	1,712	237	14,432
Over 40 and under 42½	1	12	173	(1) 13	2,622	.....	.....	.....	.....
Over 42½	.....	26	8,111	76	4,242	6	145	3	61
Over 42½ and under 44	1	3	155	28	1,820	.....	.....	1	88
Over 44	3	62	3,354	61	4,809	15	1,954	15	377
Over 44 and under 45	.....	1	17	3	151	.....	.....	.....	.....
Over 45	.....	90	15,751	117	10,488	13	1,036	.....	.....
Over 45 and under 48	.....	23	1,907	20	1,283	2	19	.....	.....
Over 48	.....	31	3,520	13	1,188	.....	.....	.....	.....
Over 48	.....	22	1,669	2	56	.....	.....	1	34
Total	9	544	49,362	699	50,322	99	4,888	262	16,069
<i>5½-day week</i>									
Under 44	1	2	283	7	113	1	5	1	6
Over 44	17	30	2,808	51	4,891	46	3,369	46	2,135
Over 44 and under 48	2	21	1,483	14	616	.....	.....	.....	.....
Over 48	1	4	3,990	26	1,397	4	263	.....	.....
Over 48 and under 50	1	32	1,005	2	46	1	32	.....	.....
Over 50	2	12	585	1	11	.....	.....	.....	.....
Over 50	.....	22	1,086	.....	.....	1	69	.....	.....
Total	24	167	11,249	111	7,074	67	4,112	47	2,141
<i>6-day week</i>									
Under 44	1	3	120	1	2	.....	.....	3	132
Over 44	3	5	129	5	76	13	978	10	259
Over 44 and under 48	1	5	63	3	74	1	153	2	5
Over 48	3	35	5,518	26	1,904	8	431	1	118
Over 48	5	21	474	4	50	.....	.....	1	.....
Total	13	69	6,304	39	2,106	22	1,562	16	516

TABLE III.—NORMAL WEEKLY HOURS FOR PLANT WORKERS, FEMALE, IN THE MANUFACTURING INDUSTRIES OF FIVE CANADIAN CITIES, OCTOBER 1949

Normal Weekly Hours	HALIFAX		MONTREAL		TORONTO		WINNIPEG		VANCOUVER	
	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers
<i>5-day week</i>										
Under 40.....	.....	.....	9	112	20	223	.....	.....	3	201
Over 40.....	3	12	261	9,800	327	8,558	62	1,861	120	2,170
Over 40 and under 42½.....	1	76	16	1,340	15	340	.....	.....	1	35
Over 42½.....	.....	.....	23	1,364	56	2,223	4	62	2	8
Over 42½ and under 44.....	1	92	5	143	17	733	.....	.....	1	130
Over 44.....	3	669	41	1,766	30	2,034	8	363	7	147
Over 44 and under 45.....	.....	.....	2	32	1	34	.....	.....	.....	.....
Over 45.....	.....	.....	62	5,940	60	1,922	5	387	.....	.....
Over 45 and under 48.....	.....	.....	14	402	7	989	.....	.....	.....	.....
Over 48.....	.....	.....	18	395	3	95	.....	.....	.....	.....
Total.....	8	849	456	21,441	536	17,151	79	2,673	134	2,691
<i>5½-day week</i>										
Under 44.....	2	22	9	323	19	254	2	68	2	12
Over 44.....	8	83	22	538	26	1,183	27	470	21	428
Over 44 and under 48.....	1	4	18	565	12	398	3	43	.....	.....
Over 48.....	.....	.....	34	934	4	47	1	10	.....	.....
Total.....	11	109	101	2,782	61	1,882	33	591	23	440
<i>6-day week</i>										
Under 44.....	.....	.....	4	94	4	135	1	3	3	7
Over 44.....	1	4	8	46	6	145	15	173	5	24
Over 44 and under 48.....	.....	.....	5	106	1	8	1	7	.....	.....
Over 48.....	5	130	20	600	7	460	1	12	.....	.....
Total.....	7	138	41	892	18	748	18	195	9	87

All Establishments

Under 40.....	1	5	11	250	23	228	1	65	3	201
Over 40.....	3	12	264	9,883	339	8,859	64	1,867	124	2,184
Under 40 and under 42½.....	2	93	21	1,467	19	387	.....	.....	2	40
Over 42½.....	.....	.....	24	1,386	59	2,257	4	62	2	8
Under 42½ and under 44.....	1	92	7	199	18	735	.....	.....	1	130
Over 44.....	12	756	71	2,350	62	3,362	50	1,006	33	599
Under 44 and under 45.....	.....	.....	4	51	1	34	.....	.....	.....	.....
Over 45.....	.....	.....	70	6,081	62	1,988	8	430	.....	.....
Under 45 and under 48.....	1	4	27	913	18	1,329	1	7	.....	.....
Over 48.....	5	130	72	1,929	14	602	2	22	.....	.....
Over 48.....	1	4	27	606	.....	.....	.....	.....	1	56
Total.....	26	1,096	598	25,115	615	19,781	130	3,459	166	3,218

NOTE: Female plant workers were not reported by 20 establishments in Halifax, 186 in Montreal, 235 in Toronto, 58 in Winnipeg and 160 in Vancouver.

TABLE IV.—OVERTIME RATES OF PAY FOR PLANT WORKERS IN THE MANUFACTURING INDUSTRIES OF FIVE CANADIAN CITIES,
OCTOBER 1949

Overtime Rates of Pay, by City	AFTER DAILY HOURS				ONLY AFTER WEEKLY HOURS		SUNDAY		STATUTORY HOLIDAYS	
	MONDAY TO FRIDAY		SATURDAY		Estab-lishments	Workers	Estab-lishments	Workers	Estab-lishments	Workers
	Estab-lishments	Workers	Estab-lishments	Workers						
HALIFAX										
Straight time.....									8	239
Time and one-quarter.....	2	32	2	32			1	8	1	8
Time and one-half.....	30	4,995	29	4,973		3	7	282	11	344
Double time.....			1	22			23	4,634	19	4,513
Other.....	2	83	2	83					5	414
No overtime policy or no information reported.....	9	244	9	244			15	609	2	15
Total.....	43	5,354	43	5,354	3	179	46	5,533	46	5,533
MONTREAL										
Straight time.....	9	1,304	9	1,389			2	405	82	6,224
Time and one-quarter.....	2	75	2	75					1	44
Time and one-half.....	425	58,203	354	53,156	185	15,106	90	17,857	190	12,483
Time and one-half for first 3 or 4 hours then double time.....	32	9,679	32	5,663						
Double time.....			16	993			193	37,511	(1) 243	46,826
Double time and one-half.....							2	29	21	6,713
Triple time.....			1	41			1	41	5	4,604
Other.....	6	439	7	5,552	4	958	3	5,290	16	4,067
No overtime policy or no information reported.....	120	6,455	173	9,286			493	31,099	226	11,271
Total.....	594	76,155	594	76,155	190	16,077	784	92,232	784	92,232
TORONTO										
Straight time.....	13	451	14	463			9	312	144	7,335
Time and one-quarter.....	18	607	15	507			7	276	13	478
Time and one-half.....	383	52,296	324	48,954	7	276	191	36,973	200	16,009
Time and one-half for first 3 or 4 hours then double time.....	27	2,589	27	1,858	153	14,971	73			
Double time.....	2	46	22	1,882	1	22	160	17,966	(1) 215	27,654
Double time and one-half.....			1	72					56	15,293
Triple time.....									13	2,434
Other.....	11	414	15	653	5	162	6	422	26	3,571
No overtime policy or no information reported.....	229	7,456	265	9,470			477	23,414	183	6,589
Total.....	683	63,859	683	63,859	167	15,504	850	79,363	850	79,363

TABLE V.—VACATIONS WITH PAY FOR PLANT WORKERS IN THE MANUFACTURING INDUSTRIES OF FIVE CANADIAN CITIES,
OCTOBER 1949

Length of Vacation and Service Requirements	HALIFAX		MONTREAL		TORONTO		WINNIPEG		VANCOUVER	
	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers
INITIAL VACATION										
<i>One Week or Equivalent</i>	30	4,163	715	37,312	760	73,507	165	12,558	294	19,835
One week after:										
No specified service.....	1	8	33	3,549	17	744	6	404	5	167
Less than one year.....	4	143	89	14,879	127	7,804	19	2,315	14	1,249
One year.....	24	3,937	543	63,376	537	63,431	138	9,635	257	17,021
$\frac{1}{2}$ day per month.....			6	403	2	116	1	32	14	843
2 per cent of earnings.....			39	5,105	27	1,362	1	102	3	32
Other.....	1	70							1	523
<i>Two Weeks or Equivalent</i>	8	1,173	63	4,761	82	5,553	22	1,337	23	1,539
Two weeks after:										
No specified service.....			2	92	5	118			1	9
Less than one year.....			12	1,250	6	147			1	37
One year.....	7	1,156	44	2,931	66	4,612	22	1,337	25	1,438
Other.....	1	22	1	52						
1 day per month.....			2	272	1	457			1	55
4 per cent of earnings.....			2	114	4	219				
<i>Other Vacation Periods</i>										
			2	58	4	280	1	111	2	455
Total.....	33	5,341	780	92,131	846	79,340	138	14,036	324	21,879

MAXIMUM VACATION

<i>Two Weeks or Equivalent</i>	14	3,541	240	35,377	358	33,955	85	7,187	130	11,795
Two weeks after:										
One year.....	3	120	30	3,176	54	3,504	13	1,735	8	367
2 years.....	1	25	45	4,909	50	2,709	20	1,109	18	906
3 years.....	3	1,917	31	2,104	54	5,883	7	1,303	14	904
5 years.....	5	1,365	116	21,939	165	20,042	41	3,648	72	8,856
10 years.....	1	30	6	701	17	796	2	181	12	426
Other.....	1	84	8	722	14	679	2	211	6	336
4 per cent of earnings.....			4	2,326	4	392				
<i>Three Weeks or Equivalent</i>	1	229	82	33,013	103	29,668	13	2,610	19	2,094
Three weeks after:										
10 years.....			2	29	5	775	1	74	2	36
15 years.....			11	2,815	8	1,156			8	851
20 years.....	1	229	20	6,115	27	9,246	4	323	3	549
25 years.....			43	17,145	44	12,735	4	274	3	62
30 years.....					11	1,521				
Other.....			6	6,909	8	4,235	4	1,939	3	596
<i>Other Vacation Periods</i>			4	563	4	638			1	277
<i>No Increase for Longer Service</i>	23	1,571	454	22,678	381	15,079	90	4,239	174	7,713
Total.....	38	5,341	780	92,131	846	79,340	188	14,036	334	21,879

Note: Eight establishments in Halifax, four in Montreal, four in Toronto and two in Vancouver did not report information on vacations with pay.

TABLE VI.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE MANUFACTURING INDUSTRIES OF FIVE CANADIAN CITIES,
OCTOBER 1949

Number of Statutory Holidays Observed	HALIFAX		MONTREAL		TORONTO		WINNIPEG		VANCOUVER	
	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers
1.....	1	24	1	67	3	95	1	111	1	5
2.....			6	328	10	214				
3.....			19	678						
4.....			30	1,256	8	183	1	10	3	249
5.....			95	6,451	15	489	3	76	2	50
6.....	5	170	96	6,146	49	2,642	8	993	18	1,536
7.....	4	196	189	21,896	96	5,633	(1)21	1,289	27	1,323
8.....	18	546	146	37,974	(2)534	64,940	(2)52	4,891	54	3,367
9.....	12	2,745	47	3,290	96	3,701	33	1,992	174	13,879
10.....	4	1,713	41	3,892	7	268	35	2,676	40	1,281
11.....	2	139	35	6,262	7	220	30	1,872	2	108
12.....	1		17	1,009	1	51	1	7	2	81
13.....			8	405						
14.....			2	127						
15.....			39	2,062			2	97		
Total.....	46	5,533	771	91,843	826	78,436	187	14,014	323	21,879

Number of Statutory Holidays Paid
For Although Not Worked

None.....	19	2,546	178	10,330	137	4,759	31	1,808	170	11,928
1.....	2	142	13	841	32	1,187	13	582	3	65
2.....	3	625	(3) 50	3,598	(4) 39	1,446	13	691	6	330
3.....			107	11,936	48	1,810	2	38	23	1,864
4.....	3	77	41	2,623	48	3,398	9	585	13	1,020
5.....	1	11	80	7,763	27	1,288	7	311	14	623
6.....	4	155	62	11,567	96	14,201	17	2,453	12	666
7.....	2	113	110	12,751	53	5,340	24	1,465	10	512
8.....	7	219	74	24,805	(5) 304	43,536	31	3,744	(6) 15	1,077
9.....	4	1,633	17	1,367	37	1,242	10	309	(7) 46	3,454
10.....			8	745	4	178	17	1,350	11	340
11.....	1	12	8	2,926			12	671		
12.....			3	110	1	51	1	7		
13.....			1	174						
14.....			1	28						
15.....			9	279						
Total.....	46	5,533	771	91,843	826	78,436	187	14,014	323	21,879

Note: Thirteen establishments in Montreal, 24 in Toronto, one in Winnipeg and three in Vancouver did not report information on statutory holidays.

(1) One establishment reported observing 7½ statutory holidays.

(2) One establishment in Toronto and two in Winnipeg reported observing 8½ statutory holidays.

(3) One establishment reported paying for 2½ statutory holidays.

(4) One establishment reported paying for two statutory holidays.

(5) One establishment reported paying for 8½ statutory holidays during the first five years of employment and eight days thereafter.

(6) One establishment reported paying for 8½ statutory holidays; three establishments reported paying for eight days after 5 years of employment.

(7) One establishment reported paying for three to eight statutory holidays.

(8) Two establishments reported paying for nine statutory holidays after one and three years of employment.

ADVISORY COUNCIL OF CVT MEETS IN OTTAWA

It was announced at the fourteenth semi-annual meeting of the Canadian Vocational Training Advisory Council in May that the Federal-Provincial agreements on Vocational Training had been renewed. As a result, the Dominion and the provinces will continue to co-operate in carrying forward vocational training programs throughout Canada for at least another three years.

The fourteenth semi-annual meeting of the Vocational Training Advisory Council was held in the Board Room, Confederation Buildings, May 22 and 23, 1950, with the following members in attendance:—

Dr. G. Fred McNally, Chancellor, University of Alberta (Chairman); Mr. L. S. Beattie, Director, Vocational Education, Ontario; Mr. N. S. Dowd, Executive Secretary, Canadian Congress of Labour; Dr. F. T. Fairey, Deputy Minister of Education, British Columbia; Mr. E. K. Ford, Director, Vocational Education, Nova Scotia; Mr. E. V. Gage, President, Byers Construction Co., Montreal; Miss Marion Graham, Saskatoon, Saskatchewan; Dr. (Mrs.) R. J. Marshall, President, National Council of Women; Mr. G. Poisson, Deputy Minister, Department of Youth and Social Welfare, Quebec; Mr. C. B. C. Scott, General Personnel Manager, Massey-Harris Co., Toronto; Mr. W. H. C. Seeley, Toronto Transportation Commission, Toronto; Dr. L. W. Shaw, Director of Education, Prince Edward Island; Mr. G. G. Cushing, General Secretary-Treasurer, Trades and Labour Congress of Canada.

Others present were: Mr. A. H. Brown, Assistant to Deputy Minister of Labour, Ottawa; Mr. R. H. MacCuish, Regional Director, CVT., Halifax; Mr. J. W. McNutt, Regional Director, CVT., Fredericton; Mr. H. H. Kerr, Regional Director, CVT., Toronto; Mr. W. A. Ross, Regional Director, CVT., Regina; Mr. J. H. Ross, Regional Director, CVT., Calgary; Dr. G. A. Frecker, Deputy Minister of Education, Newfoundland; Mr. R. F. Thompson, Director of Training, Department of Labour, Ottawa; Brigadier J. E. Lyon, Assistant Director of Training, Department of Labour, Ottawa; Mr. C. R. Ford, Supervisor of Technical Training, Department of Labour, Ottawa; Mr. A. W. Crawford, Director of Training and Counselling, Department of Veterans Affairs, Ottawa; Mr. H. C. Hudson, Special Placements Division, National Employment Service, Ottawa; Mr. J. A.

McLaughlin, Assistant Commissioner of Penitentiaries, Department of Justice, Ottawa; Major A. E. Wood, Special Placements Division, National Employment Service, Ottawa; Mr. H. W. Jamieson, Superintendent of Educational Training, Department of Veterans Affairs, Ottawa; Dr. G. V. Haythorne, Director of Economics and Research, Department of Labour, Ottawa; Mr. H. O. Gudgin, Economics and Research, Department of Labour, Ottawa.

Members unavoidably absent were: Captain H. G. Gonthier, President, Quebec Provincial Command of the Canadian Legion, BESL; Mr. N. C. MacKay, Director of Extension, Department of Agriculture, Manitoba and Mr. Anatole Lacombe, Canadian and Catholic Confederation of Labour.

Dr. A. MacNamara Addresses Council

In a brief address of welcome to the Council Dr. MacNamara expressed the opinion that the enrolment of teen-age young people in vocational training should be greatly increased. Similarly he felt that too few unemployed workers had been given training when they were receiving unemployment insurance benefit. While careful to point out that the Council was not responsible for the failure of young people to respond to the opportunities offered them, he suggested that thought should be given to the matter, and, if possible, recommendations made as to how this youthful lack of interest might be corrected.

Director's Report

Mr. R. F. Thompson, Director of Training, reported that the Vocational Training agreements between the Dominion and the provinces had been renewed for three years as from April 1, 1950, with very minor changes, except for the addition of a new division (schedule "K") for the training of tradesmen in the armed forces.

Veterans' Training.—At the end of the last fiscal year, there were still 270 veterans under training, the Director stated. Most of these were being given training in provincial schools, payment being made to the provinces on a per diem basis.

Service Tradesmen.—The training of service tradesmen commenced late in 1949, with the setting up of classes in New Brunswick, Quebec, Ontario, Manitoba and Saskatchewan. The enrolment so far, have been chiefly for motor mechanics and drivers.

Training Apprentices.—There had been some decrease in the number of registered apprentices during the fiscal year 1949-50, in the seven provinces with which the Vocational Training Branch has apprenticeship agreements. However, there was an increase of 30 per cent in Alberta and small increases in Nova Scotia and New Brunswick. Mr. Thompson stated that pre-employment classes, or their equivalent, had been operating in Nova Scotia, New Brunswick, Manitoba, Saskatchewan and Alberta and that in New Brunswick, Manitoba, Alberta and British Columbia, the great majority of registered apprentices were being given class training.

Unemployed Workers' Training.—There were 627 unemployed workers who were given instruction during the fiscal year 1949-50, an increase of 62 over the previous year. These were mainly in industrial classes, but there were also a number of women who received training as nurses' aides.

Youth Training and Student Aid.—The Director stated that the greater number of courses for youth were designed for rural young people. There were 3,882 youth trainees enrolled during the fiscal year.

A total of 2,740 students were assisted during the year; of that number, 581 were nurses-in-training in hospitals.

Vocational Schools' Assistance.—During the fiscal year 1949-50 the Director prepared summary reports based on studies of: (1) the report of the Royal Commission on Vocational Education and Apprenticeship in South Africa; (2) Federal Aid to Vocational Education in the United States; (3) Vocational Rehabilitation of Handicapped in the United States. In addition, a careful forecast was made of probable school enrolments for eight provinces up to 1954.

Discussion of the Director's report disclosed that the current enrolment of veterans consisted chiefly of those taking

special part-time courses organized at the request of the Veterans' Land Act authorities. A number of the veterans under training had been re-allocated from university courses. Currently, some 14,000 veterans were enrolled for university training, it was stated. This enrolment was expected to drop sharply during the next three years to approximately 1,000 by 1953.

Occupational Monographs

Dr. G. V. Haythorne, Director of the Economics and Research Branch, reported that monographs had been prepared in recent months on the following occupations: machine operator, printer, optometrist, lawyer, motor mechanic, and social service worker. A revision of the monograph on nursing had also been completed by the Department of Health and Welfare. He stated that it was planned to prepare monographs on families of occupations in industries, under such titles as, for example, "machinery building."

Training in Penitentiaries

Mr. J. A. McLaughlin, Assistant Commissioner of Penitentiaries presented a progress report on vocational training that is provided for the inmates of several Canadian penal institutions (L.G., Jan., 1950, p. 32). He stated that so far 164 inmates had completed courses and of these 59 were still serving time. Placements had been good, he said, due to the fine co-operation of the National Employment Services, various societies that were interested in prisoners' welfare and apprenticeship authorities. The attitude of employers toward vocationally trained men was continuing to improve and the presentation of certificates of proficiency to trainees was helping to develop a desire for vocational courses. Only 11 per cent of vocationally trained men have been returned to the penitentiaries as compared with 40 per cent of those who had not been trained.

Training for Nurses' Aides

Considerable variation was disclosed in the training provided for nurses' aides in the several provinces. In Alberta, the course lasts for 40 weeks, of which 20 weeks were spent in hospitals and the remainder in schools. There were nearly 200 undergoing training and 358 had graduated. In Saskatchewan a six-month course is provided, of which two months are spent in school and four months in hospitals. It was reported that the course provided in Manitoba followed the lines of that in Alberta. In Ontario, the training was being

carried out under the Department of Health and lasts for nine months—three months in school and six in hospitals. It was stated that there were 200 under training at all times in Ontario. In New Brunswick also the course extends over nine months, of which three were spent in school and six in hospitals. The educational admission requirement in all provinces was stated to be at least grade eight and in some provinces a higher grading is imposed.

In a brief address to the Council, Miss D. M. Percy of the Department of Health and Welfare, drew attention to the variations in training requirements of the several provinces and felt that it might be desirable to aim at standardization. She expressed the opinion that perhaps the time had arrived for considering a system of licence and control. She felt that nursing aides were an essential part of the nursing team. It was suggested that the Canadian Nurses' Association might take the initiative in setting up standards when it met in convention in Vancouver in June.

Apprenticeship Training

Brief reports on apprenticeship training were presented by the Directors of Training from each of the provinces except Newfoundland and Prince Edward Island. These reports indicated that while there were considerable variations in methods of training and in the emphasis placed on designated trades, each of the eight provinces had developed its own apprenticeship program which it was following actively in accordance with its evaluation of its own needs for qualified workers.

Mr. C. R. Ford, Supervisor of Technical Training, reported that apprenticeship training was making substantial progress. He stated "both trainees and employers appear to realize the importance of the class training and in three of the western provinces an increasing percentage of the apprentices are coming in for training each year." With regard to the Ontario program, Mr. Ford said that "no pre-apprentice training classes have been organized. However they expect the two-year terminal training program being organized in selected technical schools will be the equivalent of pre-apprenticeship classes."

Brigadier J. E. Lyon, Assistant Director of Training, reported that part-time classes were organized in New Brunswick in co-operation with various composite schools and in the New Brunswick Technical Institute. In both Nova Scotia and New Brunswick the syllabi for class training were based on that which had been in use

for the training of veterans, with certain additions made in accordance with current developments in the several trades and at the suggestion of the Director of Apprenticeship concerned.

Mr. R. F. Thompson, Director of Training, stated that difficulties had arisen in connection with retaining suitable instructors for apprenticeship classes which normally operate only in the winter months. In some cases this had been solved by the appointment of instructor-supervisors, who give instruction during the winter and do supervisory work in the summer. This made it possible to employ better qualified instructors on a year-round basis.

In assessing the apprenticeship work being done in the several provinces, Mr. Thompson stated that more had been done in Alberta than in any of the other provinces. However, good work was being done in Manitoba and New Brunswick where attendance at classes was high. The same was true of British Columbia, but the results in Saskatchewan and Nova Scotia had not been quite so satisfactory from an attendance standpoint. There appeared to be a general opinion in the Council that there should be no real difficulty in training apprentices in regular schools, either on a full-time or a part-time basis.

Reference was made to the counselling of prospective apprentices with a view to having more of them take up trades where the need for skilled workers was greatest. It was agreed that guidance of this nature presented difficulties and that a special study of the proposal by a sub-committee might be warranted. It was suggested that closer co-operation between the guidance personnel of the National Employment Service and organizations concerned with apprenticeship might produce better results.

Federal Assistance to Schools

The Supervisor of Technical Training, Mr. C. R. Ford, stated that a total of 106 building projects had been approved for federal assistance, under the Vocational Schools' Assistance agreements. Of these, 65 had been completed; 16 were under construction; 21 had not been started and five had been withdrawn. All the provinces except Nova Scotia, Manitoba and Saskatchewan had used their full annual allotment during the last fiscal year and Nova Scotia and Saskatchewan expected to use their allotments this year.

It was pointed out that the emphasis in vocational work under the agreements was changing from building and equipping schools to examining, revising and developing new curricula, the better to meet the

needs of the areas served by the schools. Saskatchewan had made a critical study of the vocational programs of the composite high schools and had developed new courses for shop work. Ontario was working on two-year terminal vocational courses and Nova Scotia was making a survey of community facilities and needs, as a basis for the preparation of courses of study.

Vocational Teacher Training

Steps were being taken in several of the provinces to overtake the shortage of qualified vocational school teachers, by full-time teacher training programs, or short, intensive courses, or by summer school courses.

One point that emerged from the discussion on the training of teachers for vocational schools was that tradesmen employed as teachers must be the best available in their respective trades, even if it should be necessary to pay them higher salaries than academic teachers received.

Vocational Education in Newfoundland

Dr. G. A. Frecker, Deputy Minister of Education for Newfoundland, stated that all vocational training in that province was being done in the St. John's Vocational Institute. Jubilee Guilds carry on instruction in handicrafts. Dr. Frecker pointed out that among other difficulties confronting vocational education in his province the question of financing loomed large. However, the province had signed the Vocational Training Agreement with the Dominion. He referred to a new vocational school operated by a pulp and paper company, which will have class-rooms and shops for three full-time teachers and will provide courses extending over 79 weeks.

He stated that approximately 700 residents of Newfoundland were taking vocational training correspondence courses which originated in the United States.

The Chairman, Dr. McNally, urged that every possible assistance be given by the Council and Federal officials to support and encourage vocational training in Newfoundland.

School Enrolments and Costs

Mr. R. F. Thompson, Director of Training, presented a statement which he had compiled from reports of the provincial Departments of Education (Quebec and Newfoundland excepted) covering the years 1935 to 1949. The purpose of the statement was to provide "a broad picture of the outward development" of the primary educational system in Canada in their

material aspects of public enrolled and money invested. Special schools such as those for the blind and deaf, technical institutes, etc., were not included.

The statement pointed out that the methods of compiling enrolment of pupils varied from province to province. However the total enrolment in the municipal school systems of the eight provinces was approximately 1,556,000 in 1935. It had declined by 41,000 by 1940 and by a further 71,000 in 1945. These declines were attributed in part to the lower birth rate during the depression years, the unsettled conditions during the war and, in the case of the upper grades, to enlistments in the armed services, or entry into war industries. By 1948-49, the enrolment had increased by 91,000 over 1945, but was still 20,000 under that of 1935.

In the matter of expenditures for the municipal school systems, the statement included only expenditures made by the municipalities and by the provincial governments for the ordinary school systems. In 1935, the total expenditure, both municipal and provincial in the eight provinces, amounted to approximately \$82,500,000; by 1940, it had increased to \$93,700,000; by 1945, to \$123,600,000 and by 1947-48 to \$204,600,000. (The figure for 1948-49 was not available when the statement was prepared.)

The increases were due for the most part to: (1) increases in teachers' salaries; (2) provision of new schools and facilities; (3) increased standards in the educational services; (4) general overall increase in the cost of everything purchased for the primary school systems.

The expenditure per pupil enrolled for the eight provinces in 1935 averaged \$52.95 and varied from \$26.77 in Prince Edward Island to \$66.52 in British Columbia. In 1940, the average was \$61.84; in 1945, \$85.60; in 1948-49, \$133.33. The costs in the several provinces in 1948-49 were as follows: Prince Edward Island, \$65.32; Nova Scotia (1947-48), \$76.93; New Brunswick, \$99.91; Ontario (1947-48), \$130.09; Manitoba (1947-48), \$114.88; Saskatchewan, \$143.70; Alberta, \$142.64 and British Columbia, \$214.62.

The Council expressed appreciation of Mr. Thompson's statement as being "a very valuable contribution to the current educational picture" and ordered that it be included in full in the minutes of the meeting.

It was left to the Chairman and to the Director of Training as to whether or not the Council would hold a meeting in the autumn. Should a meeting be considered necessary, it was decided that it be held in Montreal some time in November.

SURVEY OF EARNINGS AND HOURS IN MANUFACTURING, 1948

Average hourly and weekly wages of both men and women increased substantially in the eleven-month period between the 1947 and 1948 surveys. A moderate increase was reported in the average weekly earnings of salaried workers. Average working hours declined insignificantly. The proportions of women reported in both groups showed a slight decrease.

A preliminary report on the third annual survey of hours of work and earnings of male and female wage-earners and salaried employees in manufacturing has been issued by the Dominion Bureau of Statistics. The survey pertains to the last week in October, 1948,¹ and includes all employees of manufacturing establishments usually employing 15 or more persons, with the exception of travelling salesmen, homeworkers, charwomen and workers engaged on new construction.

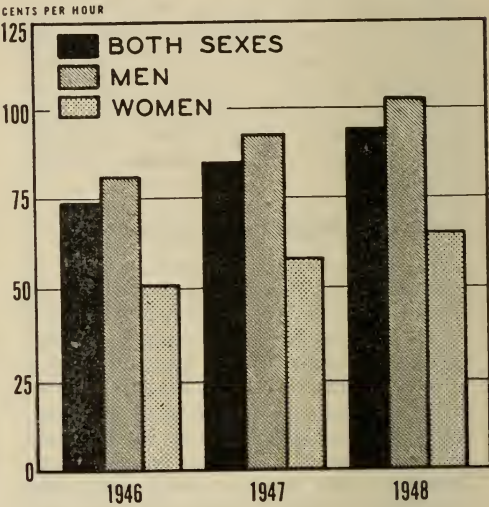
Wage-Earners.—Wage-earners, defined as production workers, route drivers and delivery men, maintenance and related employees, comprised 83.3 per cent of all employees reported. The proportion of women wage-earners in manufacturing as a whole was 22.4 per cent. In the durable manufactured goods division the percentage was 7.9, and in the non-durable goods division 35.6. Comparative figures for 1947 and 1946 are given in the Table below.

Division	Proportions of Women Reported as Wage-Earners in Manufacturing		
	Last Week of		
	Oct., 1948	Nov., 1947	Nov., 1946
All Manufacturing . . .	22.4	22.7	23.7
Durable Goods	7.9	8.8	9.5
Non-durable Goods . . .	35.6	35.1	35.9

As in the preceding years, the lowest proportion of female wage-earners, 11.3 per cent, was reported in British Columbia, where the heavy manufactured goods industries are of major importance. The highest proportion, 28 per cent, was reported in Quebec, where large numbers of women are employed in the textile and apparel and other light industries.

Hourly Earnings.—Substantial increases in average hourly earnings were general in the eleven months between the second and third surveys, although they were not so high as those reported for the twelve-month period between November, 1946,

AVERAGE HOURLY EARNINGS OF MEN AND WOMEN IN MANUFACTURING



and November, 1947. At the end of October, 1948, the average hourly rate for Canada as a whole was 94.6 cents for both sexes, 102.3 cents for men and 65.1 cents for women, as compared with 85.1, 92.1 and 58.2 cents respectively in 1947.

The proportion of women's average hourly earnings to those of men again increased slightly. In the last week in October, 1948, the proportion was 63.6 per cent, as compared with 63.2 in 1947 and 62.2 in 1946. The payment of increased wage rates on an "across the board" basis in many establishments during the period for which data are available no doubt contributed to this situation, which was

¹ The data are comparable with those published in the 1946 and 1947 reports, except that in these two preceding surveys the data relate to the last week in November. As a result, they include differing proportions of workers in certain seasonal industries such as sawmills, food processing, and apparel manufacturing, which are more active in October than in November.

also influenced by the varying levels of activity in industries employing larger or smaller numbers of women.

Average hourly earnings varied widely among the provinces. The highest figures for both men and women were reported in British Columbia, where the average at the end of October was 118.9 cents for men and 75.2 cents for women.

Men's earnings increased in the eleven months by more than 10 cents an hour in Alberta, British Columbia and Ontario, while women's earnings increased by 7.3 cents an hour in Quebec and by 7.0 cents in Ontario and British Columbia. The greatest percentage increase for men in 1948 over 1947 was recorded in Alberta, and for women in Quebec. Variations in the general levels of earnings in different provinces are closely related to the industrial distributions of their working forces, with consequent occupational, sex and age differences, involving disparities in proportions of skilled, semi-skilled and unskilled workers.

Weekly Wages.—Average weekly wages showed increases in all areas as compared with November, 1947. Gains over 1946 amounted to 27.4 per cent for both sexes, 26.2 per cent for men, and 29.0 per cent for women. Advances in 1948 in per capita weekly wages over the preceding year's levels were generally lower than those of 1947 over 1946, the exceptions being the figures for wage-earners of both sexes in Nova Scotia and New Brunswick, and for women in Quebec. Women received 16.4 per cent of the gross amounts paid to the wage-earners reported for the week ending October 30, 1948. Their average weekly wages were 56.7 per cent of the average weekly wages paid men, as compared with 55.9 per cent in 1947, and 55.4 per cent in 1946.

Hours of Work.—Average working hours of wage-earners varied insignificantly from those reported in 1946 and 1947. In the last week of October, 1948, the weekly work week averaged 43.6 hours for both sexes, 44.7 hours for men, and 39.8 hours for women. The distribution of wage-earners according to their working time was, on the whole, reasonably similar in the three periods.

The proportions of wage-earners working between 40 and 44 hours were higher in 1948 than in any earlier year, while the numbers and percentages working over 45 hours decreased slightly.

The averages are based on short-time, full-time and overtime hours actually worked, plus any hours of paid absence in the week to which the survey relates.

Important causes of differences in working time include the employment of varying numbers of part-time and casual workers, short-time or overtime work due to seasonal and other circumstances, variations in working time on different jobs, absenteeism, and labour turnover during the week under review, as well as variations in the standard number of hours in the working week in different areas and industries.

SALARIED EMPLOYEES

Salaried employees, such as executive, managerial, office and factory clerical staffs, made up 16.7 per cent of all employees reported. This group included 14.8 per cent of the men and 22.7 per cent of the women reported in the survey.

Women made up 32.8 per cent of the salaried personnel in 1948, as compared with 33.1 per cent in 1947 and 34.1 per cent in 1946. The proportions of women among the salaried workers reported in different provinces varied considerably, ranging from 27.6 per cent in Nova Scotia and British Columbia, to 36.6 per cent of the comparatively small number of salaried persons reported in Saskatchewan. Women comprised 28.9 per cent of salaried personnel in durable goods manufacturing, and 35.9 per cent in the non-durable goods category. These percentages were slightly below the proportions of 29.4 per cent and 36.1 per cent reported for heavy and light industries respectively in 1947. The ratios of the salaried personnel to the total staffs vary considerably in different industries. To some extent, this is because of differences in the classification of certain groups of employees but, for the most part, variations are related to the size and organization of the typical industrial units, the proportions of professional personnel, and the organization of their distributive operations.²

Weekly Salaries.—Moderate increases in average weekly salaries between November, 1947, and October, 1948, were reported in all areas. The average in 1948 was \$52.93 per week for both sexes, \$63.48 for men, and \$31.26 for women, compared with \$49.78, \$60.21 and \$28.68 respectively in 1947, and \$43.85, \$53.21 and \$25.91 in 1946.

In general, the advances were smaller both in amount and proportion than those reported for wage-earners. In the preceding year, the increases in earnings of salaried staffs over 1946 had been greater than those recorded for the wage-earners, although the percentage gains were smaller.

² When separate sales offices are maintained, their employees are classified in the distribution industry, and are not included in this annual survey.

TABLE 1.—AVERAGE HOURS WORKED AND AVERAGE HOURLY AND WEEKLY EARNINGS OF MALE¹ AND FEMALE WAGE-EARNERS AS REPORTED BY LEADING MANUFACTURERS FOR THE LAST WEEK IN OCTOBER, 1948

Industry	WAGE-EARNERS REPORTED			Average Hours Per Week	AVERAGE HOURLY EARNINGS			AVERAGE WEEKLY WAGES		
	Total	Male	Female		Total	Male	Female	Total	Male	Female
Manufacturing.....	No. 820,128	No. 636,177	No. 183,951	No. 43.6	cts. 94.6	cts. 102.3	cts. 65.1	\$ 41.26	\$ 45.73	\$ 25.91
Food and Beverages.....	99,067	71,906	27,161	44.0	83.1	90.8	58.3	36.56	41.68	22.81
Tobacco and Tobacco Products.....	8,055	2,700	5,355	42.5	83.6	98.1	75.8	44.15	49.33	31.23
Rubber Products.....	17,760	13,448	4,312	43.4	104.2	112.5	76.4	45.22	49.84	31.17
Leather Products.....	25,577	15,281	10,296	41.0	73.7	84.7	56.4	30.22	35.57	22.28
Textile Products (except Clothing).....	62,675	37,555	25,120	44.4	76.8	83.9	65.0	34.10	38.93	26.98
Clothing (Textile and Fur).....	80,462	24,313	56,149	40.1	75.2	100.1	63.4	30.16	42.64	24.73
Wood Products.....	69,029	64,429	4,600	44.0	89.0	90.5	66.9	39.16	40.00	27.30
Paper Products.....	60,283	52,975	7,308	47.2	104.0	109.2	60.5	49.09	52.42	24.99
Printing, Publishing and Allied Industries.....	27,017	20,350	6,667	40.9	104.9	117.9	60.7	42.90	49.52	22.94
*Iron and Steel Products.....	132,589	125,623	6,966	44.8	104.1	105.8	71.7	46.64	47.61	29.83
*Transportation Equipment.....	92,509	89,359	3,150	43.2	113.2	114.2	83.7	48.90	49.33	34.07
*Non-ferrous Metal Products.....	37,775	33,673	4,102	43.9	103.3	107.4	66.6	45.35	47.58	27.04
*Electrical Apparatus and Supplies.....	38,256	27,747	10,509	41.8	105.4	112.7	84.6	44.06	48.01	33.42
*Non-metallic Mineral Products ¹	19,873	18,232	1,641	46.4	93.1	95.0	70.1	43.20	44.46	30.00
Products of Coal and Petroleum.....	9,175	9,149	26	42.1	119.1	119.2	96.1	50.14	50.18	35.65
Chemical Products.....	25,967	20,919	5,048	44.0	93.3	100.3	61.2	41.05	45.03	24.72
Miscellaneous Manufacturing Industries.....	14,059	8,518	5,541	42.3	80.0	90.2	63.1	33.84	39.33	25.49
*Durable Manufactured Goods.....	390,031	359,063	30,968	44.0	103.0	105.2	75.7	45.32	46.60	30.73
Non-durable Manufactured Goods.....	430,097	277,114	152,983	43.3	86.9	98.5	62.9	37.63	44.52	24.97

* Indicates goods classed in durable goods division.

¹ Includes asbestos, cement, clay, glass and stone, etc.

The average weekly pay of salaried men was highest in Ontario and British Columbia, but Alberta showed the greatest advance over the 1947 level. Salaried women in British Columbia were on the average most highly paid; the increase of \$3.33 in their earnings in the eleven months was greater in amount and percentage than in any other province. The average salary paid women was 42.9 per cent of the average paid men in October, 1948; in November, 1947, the proportion was 47.6 per cent and in 1946, 48.7 per cent. Occupational and age differences contribute materially to the disparities in the salaries of men and women.

Hours of Work.—The average working time of salaried employees fell slightly from the 1947 level, and was 3.3 hours below the average reported for the wage-earners. In 1948 the average working week reported for both sexes was 40.3, for men 41.1, and for women 38.8. In comparing hours for salaried and wage-earner staffs, it must be borne in mind that the time of salaried persons is generally less carefully recorded than that of wage-earners, whose earnings are usually related more directly to the hours worked. The standard week of office workers tends to be shorter on the other hand, higher proportions of wage-earners are reported as casual workers, or as working short time.

TABLE 2.—AVERAGE HOURS WORKED AND AVERAGE WEEKLY SALARIES OF MALE AND FEMALE SALARIED EMPLOYEES AS REPORTED BY LEADING MANUFACTURERS FOR THE LAST WEEK IN OCTOBER, 1948

Industry	SALARIED EMPLOYEES REPORTED			Average Hours Per Week	AVERAGE WEEKLY SALARIES		
	Total	Male	Female		Total	Male	Female
	No.	No.	No.		\$	\$	\$
Manufacturing.....	164,487	110,615	53,872	40.3	52.93	63.48	31.26
Food and Beverages.....	11,871	7,774	4,097	40.8	51.32	62.47	30.17
Tobacco and Tobacco Products.....	1,632	954	678	40.2	52.47	64.94	34.92
Rubber Products.....	4,287	2,935	1,352	39.2	51.84	61.95	29.88
Leather Products.....	3,435	2,285	1,150	41.4	47.20	56.83	28.08
Textile Products (except Clothing).....	7,792	4,981	2,811	41.0	53.32	66.48	30.02
Clothing (Textile and Fur).....	10,811	5,968	4,843	40.9	45.97	58.76	30.22
*Wood Products.....	7,570	5,470	2,100	42.4	51.99	60.46	29.93
Paper Products.....	10,135	7,255	2,880	40.2	62.64	73.69	34.82
Printing, Publishing and Allied Industries.....	13,871	8,307	5,564	39.0	43.75	53.76	28.82
*Iron and Steel Products.....	26,879	18,936	7,943	40.1	53.41	63.09	30.35
*Transportation Equipment.....	14,713	11,075	3,638	41.6	59.72	68.03	34.44
*Non-ferrous Metal Products.....	8,404	5,874	2,530	41.1	58.12	68.95	32.99
*Electrical Apparatus and Supplies.....	13,064	8,852	4,212	39.0	52.96	62.39	33.14
*Non-metallic Mineral Products ¹	3,564	2,571	993	40.5	53.45	62.03	31.22
Products of Coal and Petroleum.....	2,775	2,201	574	38.2	59.97	66.31	35.68
Chemical Products.....	13,766	8,513	5,253	38.8	51.60	63.56	32.41
Miscellaneous Manufacturing Industries.....	2,951	1,769	1,182	40.0	49.50	61.75	31.15
*Durable Manufactured Goods.....	74,194	52,778	21,416	40.6	54.97	64.34	31.91
Non-durable Manufactured Goods.....	90,293	57,837	32,456	40.1	51.24	62.70	20.83

* Indicates industries classed in durable goods division.

¹Includes asbestos, cement, clay, glass and stone, etc.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

The Industrial Relations Branch of the Department of Labour took action during May in regard to industrial disputes on many fronts. No stoppages of work occurred in the field of labour relations coming under federal jurisdiction.

Introduction

A busy month was experienced during May by the Industrial Relations Branch as the conciliation and other procedures administered by the Department of Labour under the Industrial Relations and Disputes Investigation Act were invoked in connection with numerous disputes. At the same time the work of the Canada Labour Relations Board kept well up to the usual level of activity, with a large number of applications for certification and a small number for revocation being processed.

On May 5 the Minister of Labour established a Board of Conciliation and Investigation to deal with a dispute between three coastal shipping companies in British Columbia and the Canadian District of the Seafarers' International Union of North America. The employers involved were Canadian National Steamships, Union Steamships Limited, and the British Columbia Coast Steamship Service of the Canadian Pacific Railway Company. The matters in dispute included wage rates, overtime rates, union security, weekly leave, crew equipment, allowances for room and subsistence, and conditions governing work at sea. The companies were reported to have taken the position that present wage rates and conditions of work were fair and reasonable, and to have offered to renew the existing agreements without significant changes.

Another Conciliation Board was established by the Minister on May 13 to deal with a dispute between the Railway Express Agency, Inc., of New York, N.Y., and its Canadian employees as represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The issues in dispute concerned demands of the Canadian employees for the same wage rates and other conditions as prevail for the company's employees in the United States.

On May 2 the Minister of Labour appointed Mr. J. Edwin Eades, of Vancouver, as Chairman of a Conciliation Board appointed to deal with a dispute between Canadian Pacific Air Lines, Limited, and the Canadian Air Line Pilots' Association, thus completing the personnel of the Board. The Board will investigate and report upon differences between the parties in regard to salaries, hours of service, the filling of vacancies, allowances for transportation, sickness and medical expenses.

A complaint under Section 43 of the Industrial Relations and Disputes Investigation Act, alleging the failure of various railway companies to bargain collectively, was received by the Minister of Labour on May 11. The complainants were the joint negotiating committee representing the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors and the Brotherhood of Railroad Trainmen. The respondent companies were the Canadian National Railways, Canadian Pacific Railway Company, Dominion Atlantic Railway, Northern Alberta Railways Company, Quebec Central Railway Company and the Toronto Terminals Railway Company. Following receipt of the complaint, the Minister of Labour made proposals for a round table conference between the major railway systems and the complainants in the hope that a mutually satisfactory understanding might be reached between the parties in regard to procedure. The case had not been disposed of at the end of the period under review.

Disputes between five stevedoring companies carrying on operations at Sorel, P.Q., and the National Catholic Syndicate of Longshoremen of Sorel, Inc., was brought to the attention of the Department early in May. The employers affected were Wolfe Stevedores Limited, Empire Steve-

doring Company, Limited, North American Elevators Limited, Sorel Dock and Stevedoring Company, Limited and J. C. A. Turcotte. On May 6 the Minister of Labour appointed a Conciliation Officer to deal with the disputes, which arose out of negotiations for the consummation of collective agreements between the union and the companies, following certification of the union as bargaining agent for the employees of each of the companies granted by the Canada Labour Relations Board on March 21, 1950.

Early in June the Conciliation Officer reported that he had been able to effect a settlement in the dispute between the union and J. C. A. Turcotte, on the basis of a wage increase of ten cents per hour over the basic rates which were in effect during the 1949 navigation season. No settlement was reached in respect of the other four companies, and the Conciliation Officer's recommendation of the establishment of a Conciliation Board in these cases was being dealt with at the time of writing.

On May 10, 1950, word was received from a Conciliation Officer that a mutually satisfactory settlement had been reached in a dispute between the Anticosti Shipping Company, of Montreal, and the Canadian Seamen's Union, the parties having agreed to the renewal of the 1949 collective agreement without change except for the inclusion of an open-end wage clause.

In three other cases, each of which involved the Canadian Seamen's Union, Conciliation Officers reported during May that no settlement of the disputes had been reached and that there was no prospect that the appointment of Conciliation Boards would be likely to lead to settlements. The employers involved were Keystone Transports Limited, Lakes and St. Lawrence Navigation Company, Limited, and the Upper Lakes and St. Lawrence Transportation Company Limited. In view of the nature of the reports of the Conciliation Officers, the Minister of Labour advised the parties that Conciliation Boards would not be appointed to deal further with the differences between the parties.

Early in June a Conciliation Officer reported considerable progress in a dispute affecting the Con Mine property, at Yellowknife, NWT, of The Consolidated Mining and Smelting Company of Canada, Limited, Trail, B.C. The union involved was the Yellowknife District Miners' Union, Local 802, of the International Union of Mine, Mill and Smelter Workers. The report of the Conciliation Officer indicated that a tentative understanding had been reached which the representatives of the parties were prepared to recommend to their principals as a basis of settlement.

During April and May, applications for consent to prosecute were lodged with the Minister of Labour by the American Newspaper Guild affecting the Canadian Press, its subsidiary Press News, Limited, and the general managers of the two companies. The applications were made pursuant to Section 46 of the Industrial Relations and Disputes Investigation Act. Following receipt of the applications, the Minister of Labour appointed Mr. James H. Stitt, of Ottawa, as an Industrial Inquiry Commission to investigate and to endeavour to facilitate collective bargaining between the parties and, failing this, to make a report to him on the matters referred to in the applications. Formal reports had not been received from the Commissioner at the time the *LABOUR GAZETTE* went to press.

In the disputes affecting groups of international and national labour organizations representing non-operating railway employees, railway hotel employees and the employees engaged in the shipping operations of the railways, on the one hand, and the major Canadian railway systems, on the other hand, strike vote ballots were sent out by the unions to their members during the period under review. The ballots affecting the two national unions were returnable up to June 7, and those of the group comprising fifteen standard international unions were returnable up to July 24. Pending the tabulation of the strike votes, no action was taken by the parties concerned with a view to the settlement of the matters in dispute.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on

September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are

authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of May. The Board issued six certificates designating bargaining agents, rejected three applications for certification, and allowed the withdrawal of three applications. During the month the Board received five applications for certification and two applications for revocation of certification.

Applications for Certification Granted

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of clerical employees of the Canadian Pacific Railway Company employed in the Office of the Auditor of Agencies, Windsor Street Station, Montreal (L.G., June, 1950, p. 824).

2. The Order of Railway Conductors, for a unit of conductors employed in the train service of the Quebec Central Railway Company (L.G., June, 1950, p. 824).

3. The American Newspaper Guild, for a unit of editorial employees of Press News Limited (L.G., May, 1950, p. 675).

4. Local 1598, International Brotherhood of Electrical Workers, for a unit of employees of the Hudson Bay Mining and Smelting Company Limited, Flin Flon, Manitoba, comprising locomotive engineers, brakemen, and despatchers engaged in the operation of rolling stock of "out-of-doors" railways (L.G., May, 1950, p. 675).

5. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the Canadian Pacific Railway Company, comprising employees in the office of the District Accountant, Union Station, Toronto, and clerical employees under the jurisdiction of the same officer and employed at the following points: John Street, Lampton, and

West Toronto (all in Toronto) and London, Ontario (L.G., June, 1950, p. 824).

6. The Seafarers' International Union of North America, Canadian District, for a unit of employees of the Canadian Pacific Railway Company, comprising uncertificated personnel of the deck, engine room, and steward's departments on the ss. *Princess Helene*, operating between Saint John, N.B., and Digby, N.S. (L.G., June, 1950, p. 824).

Applications for Certification Rejected

1. The Brotherhood of Railroad Trainmen and the Quebec Central Railway Company (L.G., June, 1950, p. 824). The application was rejected for the reason that it was not supported by a majority of the employees affected.

2. Local 1440, International Brotherhood of Electrical Workers, and the Hydro-Electric Commission of the City of Ottawa (L.G., March, 1950, p. 339). (Reasons for Judgment will be published in the August issue of the *LABOUR GAZETTE*.)

3. Transport Drivers, Warehousemen and Helpers' Union (Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America) and Carwil Transport Limited (L.G., May, 1950, p. 675). (See Reasons for Judgment below.)

Applications for Certification Withdrawn

1. Lodge 1040, Brotherhood of Railroad Trainmen and the National Harbours Board (yardmasters, Vancouver) (L.G., May, 1950, p. 675). The Board allowed the withdrawal of the application on the request of the Vice-President of the Brotherhood.

2. The West Coast Seamen's Union (Canada) and Westward Shipping Limited, Vancouver (L.G., June, 1950, p. 824). The Board allowed the withdrawal of the application on the request of the President of the Union.

3. The West Coast Seamen's Union (Canada) and Vancouver Barge Transportation Limited, Vancouver (L.G., June, 1950, p. 824). The Board allowed the withdrawal of the application on the request of the President of the Union.

Applications for Certification Received

1. The Brotherhood of Locomotive Engineers on behalf of locomotive engineers employed by the Northern Alberta Railway Company, Edmonton (Investigating Officer: G. R. Currie).

2. The Canadian Brotherhood of Seamen on behalf of unlicensed personnel employed by the Quebec and Ontario Transportation Company, Limited, Montreal (Investigating Officer: R. Trépanier).

3. Steamship Checkers, Cargo Repairmen, Weighers, and Samplers (Local 1764, International Longshoremen of America) on behalf of employees of certain companies at Saint John, N.B., represented by the Shipping Federation of Canada (Investigating Officer: H. R. Pettigrove).

4. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of employees of the Canadian Pacific Railway Company, employed in the office of the Auditor of Freight Receipts, Windsor Street Station, Montreal (Investigating Officer: L. Pepin).

5. The West Coast Seamen's Union (Canada) on behalf of unlicensed personnel employed by Westward Shipping Limited, Vancouver, on board the tankers m.v. *Standard Service* and m.v. *B.C. Standard* (Investigating Officer: G. R. Currie).

Applications for Revocation of Certification Received

1. On May 1, 1950, the Board received from Union Steamships Limited an application under Section 11 of the Act for the revocation of certification of Division 59, Canadian Brotherhood of Railway Employees and Other Transport Workers as bargaining agent for employees of the Company (L.G., June, 1949, p. 725).

2. On May 4, 1950, the Board received from Branch Lines Limited an application under Section 11 of the Act for the revocation of certification of the Canadian Seamen's Union as bargaining agent for employees of the Company (L.G., Dec., 1947, p. 1783).

REASONS FOR JUDGMENT in dispute between

**Transport Drivers, Warehousemen and Helpers' Union (Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America), Applicant,
and
Carwil Transport Limited, with Head Office at Toronto, Ontario, Respondent.**

The Applicant applies to be certified as bargaining agent for a unit of employees consisting of chauffeurs, chauffeurs' helpers, dockmen and checkers employed by the Respondent at Montreal, Quebec. The unit for which the Applicant seeks certification comprises only a segment of the total number of employees in the same classifications employed by the Respondent in its trucking operations.

The Respondent, which has its headquarters in Toronto, carries on an inter-provincial trucking business, and operates scheduled truck runs between Toronto and Montreal, as well as daily runs from Toronto to Oakville and Toronto to Hamilton. In connection with these operations, it runs a trucking pickup service in Montreal. The employees in the proposed unit represent only the group of employees in the enumerated classifications who are employed in the Montreal area, with the exception of one chauffeur resident in Montreal who is employed on the inter-provincial runs between Montreal and Toronto.

The Applicant's representative stated to the Board at the hearing that the reason the Applicant had restricted the scope of the bargaining unit to the Montreal employees of the Respondent was that the jurisdiction of Local 106 was limited to the Montreal area, and that another local of the union has territorial jurisdiction in the Toronto area. It was not claimed, however, that this Toronto local represented employees of the company working out of Toronto.

It is the duty of the Board in considering any application for certification to determine the appropriate bargaining unit. The Board does not consider it either feasible or advisable to attempt to formulate rules for application in determining an appropriate bargaining unit. The established practices in the industry, local conditions and considerations, and special circumstances relating to the manner in which the work is organized and carried on in the employer's establishment are all factors which may enter into the conclusion arrived at in any particular case. However, some of the general principles which apply in determining the appro-

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, J. A. D'Aoust, A. Deschamps, and A. J. Hills. The Judgment of the Board was delivered by the Vice-Chairman.

priateness of a bargaining unit are illustrated in the decisions arrived at in the cases cited hereafter.

In the case of the Canadian Broadcasting Corporation and IBEW, DLS 7-617, the Wartime Labour Relations Board held a unit comprised of radio broadcast technicians employed at the Toronto office of the Corporation to be inappropriate, as these employees comprised only a small proportion of the employees in the same classifications employed at 17 offices of the Corporation throughout Canada. The Board in giving its reasons for this decision said:—

The Canadian Broadcasting Corporation is engaged in the business of communications, and its radio broadcast technicians work together on the same broadcast, although their duties are performed at points which are hundreds of miles apart.

In the case of Western Canadian Greyhound Lines Limited and Western Canadian Greyhound Employees' Union DLS 7-563, the same Board, in considering an application for certification in respect of a unit of employees consisting of motor coach operators at Winnipeg, Regina, Saskatoon and Calgary, said in its written judgment:—

The employer contends that the proposed bargaining unit is not appropriate since it includes employees in each classification stationed at only 4 of its several centres of operation. The Board agrees with the employer's contention in this respect. To appoint bargaining representatives at 4 operating centres out of 16, and to make no provision for the same classifications of employees at 12 intervening places would permit the employees at the intervening points to elect or appoint bargaining representatives who would be entitled to negotiate for separate collective agreements, and this could easily lead to much confusion and dissatisfaction.

In the present case, the trucking operations of the Respondent in and between Toronto and Montreal are an integrated operation, and *prima facie* employees in the classifications engaged in these trucking operations, particularly chauffeurs and helpers who are working out of Toronto or Montreal, would appear to be appropriate for inclusion in the same bargaining unit. The fact that the jurisdiction of the Local Union 106 is limited to the Montreal area is not, in the opinion of the Board, a governing factor in determining the appropriate bargaining unit. No other reasons have been advanced to the Board for the segregation for collective bargaining purposes of the Montreal employees from other employees employed in the same classifications in the company's operations.

The Applicant referred the Board to an earlier decision made by the Board in a case involving employees of the Smith Transport Limited, in which the Board certified the Applicant for a unit consisting of the employees of Smith Transport Limited resident in the Province of Quebec and employed as city pick-up and transport drivers, dockmen, warehouse workers and helpers. In addition to other factors present in that case the circumstances there were that another local of the same union had been previously certified by the

Ontario Labour Relations Board for employees of the company in the Province of Ontario. In granting certification of the unit of employees of the company in Quebec, the Board was able to satisfy itself that employees in the same classifications in both Ontario and Quebec were represented for collective bargaining by locals of the same union. Consequently, the substantial result for purposes of collective bargaining was that all employees in the same classifications in both Ontario and Quebec were represented by the one union and collective bargaining could be carried on in an orderly and practical manner on this basis. The circumstances are not the same in the present case.

For the reasons given above, the Board finds the unit of employees in respect of which certification is applied for to be inappropriate. The application is accordingly rejected.

(Sgd.) A. H. BROWN,
*Vice-Chairman
and Acting Chairman
for the Board.*

NEIL MACDONALD, Esq.,
for the Applicant.

CARL H. WILSON, Esq.,
for the Respondent.

Dated at Ottawa, June 14, 1950.

Cconciliation and Other Proceedings Before the Minister of Labour

Cconciliation Officer Appointed

During the month of May the Minister appointed a Conciliation Officer under Section 16 of the Industrial Relations and Disputes Investigation Act to confer with the parties in an industrial dispute involving The National Catholic Syndicate of Longshoremen of Sorel, Inc., applicant, and Wolfe Stevedores Limited, Empire Stevedoring Company, Limited, North-American Elevators Limited, Sorel Dock and Stevedoring Company, Limited, and J. C. A. Turcotte, all employers of longshoremen at Sorel, P.Q., respondents (Conciliation Officer: L. Pepin).

Settlement Facilitated by Conciliation Officer

On May 10, 1950, the Minister received a report from R. Trépanier, Conciliation Officer, indicating the settlement of matters in dispute between the Anticosti Shipping Company, Montreal, and the Canadian Seamen's Union (L.G., June, 1950, p. 825).

Settlements Not Effected by Conciliation Officers and Conciliation Boards Not Appointed

1. On May 10, 1950, the Minister received a report from R. Trépanier, Conciliation Officer (L.G., June, 1950, p. 825), indicating that matters in dispute between the Canadian Seamen's Union and Keystone Transports Limited had not been settled. The Minister advised the parties that a Conciliation Board would not be established to deal further with the dispute.

2. On May 26, 1950, the Minister received a report from R. Trépanier, Conciliation Officer (L.G., June, 1950, p. 825), indicating that matters in dispute between the Canadian Seamen's Union and the Lakes and St. Lawrence Navigation Company, Limited, had not been settled. The Minister advised the parties that a Conciliation Board would not be appointed to deal further with the dispute.

3. On May 30, 1950, the Minister received a report from F. J. Ainsborough, Conciliation Officer (L.G., June, 1950, p. 825), indicating that matters in dispute between the Canadian Seamen's Union and the Upper Lakes and St. Lawrence Transportation Company, Limited, had not been settled. The Minister advised the parties that a Conciliation Board would not be appointed to deal further with the dispute.

Conciliation Boards Appointed

1. On May 26, 1950, the Minister appointed a Board of Conciliation and Investigation to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and Canadian National Steamships, the Canadian Pacific Railway Company (B.C. Coast Steamship Service), and Union Steamships Limited. The Board was appointed following receipt of the report of G. R. Currie, Conciliation Officer (L.G., June, 1950, p. 825). Constitution of the Board had not been completed at the end of the month.

2. On May 13, 1950, the Minister appointed a Board of Conciliation and Investigation to deal with a dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Railway Express Agency, Inc., New York, N.Y., affecting Canadian employees of the company. The Board was appointed following receipt of the report of R. Trépanier, Conciliation Officer (L.G., Jan., 1950, p. 67). Constitution of the Board had not been completed at the end of the month.

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation appointed to deal with the dispute between the Canadian Air Line Pilots' Association and Canadian Pacific Air Lines, Limited (L.G., May, 1950, p. 683), was fully constituted on May 2, 1950, with the appointment of J. Edwin Eades, Vancouver, as Chairman. Mr. Eades was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, John G. Gould, Vancouver, and Frank R. Evans,

K.C., Winnipeg, who had previously been appointed on the nominations of the company and union respectively.

Complaint under Section 43 of Act Received

On May 11, 1950, the Minister received a complaint, submitted under Section 43 of the Act by the Negotiating Committee representing the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors, and the Brotherhood of Railroad Trainmen, that the respondent companies, the Canadian National Railways, the Canadian Pacific Railway Company, the Dominion Atlantic Railway, the Northern Alberta Railways Company, the Quebec Central Railway Company, and the Toronto Terminals Railway Company, had failed to bargain collectively with the applicants as required by Section 15 (a) of the Act.

Applications for Consent to Prosecute Received

1. On April 14, 1950, the Minister received from the American Newspaper Guild an application, submitted under Section 46 of the Act, for consent to prosecute The Canadian Press and its General Manager, Gillis Purcell, for alleged violation of certain sections of the Act. Upon receipt of the application the Minister appointed James H. Stitt, Ottawa, an Industrial Inquiry Commission under Section 56 of the Act to endeavour to facilitate collective bargaining between the parties and, failing this, to make a report to him on the alleged offences referred to in the application.

2. On May 10, 1950, the Minister received from the American Newspaper Guild an application, submitted under Section 46 of the Act, for consent to prosecute Press News Limited and its General Manager, Charles Edwards, for alleged violation of certain sections of the Act. Upon receipt of the application the Minister appointed James H. Stitt, Ottawa, an Industrial Inquiry Commission under Section 56 of the Act to investigate and report to him on the matters referred to in the application.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec, are summarized in a separate article following this.

A non-contributory Retirement Pension Plan providing for pensions of \$55 a month for workers retiring at age 65 after 30 years of service and the assumption by the company of the full cost of the existing Group Insurance Plan with a liberalization of life, hospitalization and sickness and accident benefits are provided for under agreements between the Ford Motor Company of Canada, Limited, and Locals 200 and 240 of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, summarized below.

Also noted below is an agreement for teachers at Verdun, Quebec, which is one of a number of collective agreements between School Commissions and teachers' organizations in the Province of Quebec. No collective agreements for teachers in any other province have come to the notice of the department.

Manufacturing

Metal Products

TORONTO, ONT.—DE HAVILLAND AIRCRAFT OF CANADA, LIMITED AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 112.

Agreement to be in effect from September 1, 1949, to August 31, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., March, 1949, p. 300) with the following changes:—

Check-off: the company agrees to collect, in addition to the monthly check-off, a single assessment of not more than \$1 per annum as provided in the constitution of the International Union, if requested in writing to do so.

Hourly wage rates are increased by 5 cents for all classifications of employees covered by the agreement, effective from April 1, 1950.

WINDSOR, ONT.—THE FORD MOTOR COMPANY OF CANADA, LIMITED, AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 200 (HOURLY RATED EMPLOYEES).

The agreement of February 15, 1946, as amended March 18, 1948, was again amended May 29, 1950. The company recognizes the union for the duration of this agreement as the sole bargaining agent in respect to wages and other conditions of employment for all eligible hourly rated employees.

Check-off: the "Rand Formula", an arbitration award of Mr. Justice I. C. Rand, made in January, 1946, on the issue of union security in the dispute between the company and its employees, members of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 200, is still part of the agreement (See LABOUR GAZETTE, January, 1946, p. 123, and March, 1946, p. 315).

Hours: 8 per day 5 days a week, a 40-hour week. **Overtime:** time and one-half for all time worked in excess of 8 hours per day or 40 hours per week, whichever is the greater, and for work on Sundays and on Victoria Day; double time and one-half will be paid for work on 6 specified paid holidays.

Rest periods: employees shall be granted two 10-minute rest periods in each shift, provided that the time limits of such periods are strictly adhered to and that no production shall be lost as a result thereof. In addition, employees will be granted a 5-minute rest period prior to the commencement of overtime of two or more hours' duration.

Vacations with pay: the plant will be closed for a period established as the vacation period by the company. Employees with one and less than 5 years' seniority will be entitled to vacation pay amounting to 40 times, and employees with 5 or more years' seniority to pay amounting to 80 times their regular hourly rate provided they have worked at least 200 days during the preceding calendar year; otherwise they will be entitled to 2 and 4 per cent respectively of their actual earnings during the preceding year. If it becomes necessary to reduce the vacation period to one week, eligible employees with 5 or more years' seniority will be reimbursed in lieu of the second week's vacation.

Wages: subject to any law or any regulation having the force of law, scales of wages and classifications may be the subject of a supplementary agreement.

Off-shift differential: an employee shall be paid 5 cents per hour extra for work commenced between the hours of 1 p.m. and the following 5 a.m., but no overtime or extra time premium applies to such additional payment.

Provision is made for the *appointment of stewards and committeemen, seniority rights and grievance procedure.*

GROUP INSURANCE PLAN

In a separate memorandum of agreement, entered into on May 29, 1950, both parties agree to amend the present contributory Group Insurance Plan for all eligible employees in the bargaining unit of Local 200, UAW-CIO. During the period of one year from May 29, 1950, neither party shall demand any change in this agreement, nor shall either party be required to bargain with respect to the agreement.

All group insurance benefits for employees and their dependents provided under the plan shall be paid for entirely by the company. While an employee is disabled and unable to work because of sickness or bodily injury, his Sickness and Accident Insurance, Hospital Insurance, Surgical Insurance, and Hospital Insurance for Eligible Dependents shall be continued in force up to a maximum of 26 weeks; his life insurance shall be continued in force while he remains totally disabled if so disabled before his 60th birthday, and up to a maximum period of 2 years if disabled after his 60th birthday.

Life Insurance: the company agrees to increase the Group Life Insurance coverage by 20 per cent for each insured employee. Employees who participated in the previous contributory Group Life Insurance Plan shall be given individual paid-up life insurance policies for amounts equal to the amounts of their paid-up life insurance; the policies may be retained or surrendered for the cash value at the option of the employee.

Weekly Sickness and Accident Indemnity benefits for the lower earnings classes are increased to \$25, making this the minimum weekly benefit payable under the plan; the maximum period during which such benefits are payable shall be increased from 13 to 26 weeks.

Surgical benefit coverage shall remain unchanged at a maximum of \$200.

Hospitalization coverage for employees and dependents up to \$5, \$6, or \$7 per day, depending upon earnings classification, shall be extended from 31 to 70 days during any one disability.

RETIREMENT PENSION PLAN

A "Memorandum of Agreement on Retirement Pension Plan" between the above two parties, entered into on May 29, 1950, sets forth the principal provisions of the Pension Plan to be incorporated into an agreement to be drawn up by a committee having 3 members from each of the parties; the members are to be appointed within 2 weeks following ratification hereof. The effective date of the Plan shall be the first of the month following four months after the signing of the memorandum of agreement. During the period of 5 years from the effective date the plan shall not be amended, modified, suspended, or discontinued except to such extent as permitted under this memorandum.

"The Retirement Pension Plan shall be non-contributory, financed completely by the company.

"Benefit: (a) There shall be payable on retirement at normal retirements, age 65 or older, with 30 years or more of credited service, a benefit of \$55 a month, or at age 65 or older, with less than 30 years of

credited service, a benefit equal to the same proportion of \$55 as the number of years of credited service bears to 30, provided that no benefit shall be payable in respect of credited service less than 10 years.

"(b) With the consent of the company, there shall be payable on retirement after age 60, but before age 65 and after 30 years of credited service, a benefit reduced to equate for all factors so as not to increase the cost of the Plan.

"Disability Retirement. Retirement for total and permanent disability after 30 years of credited service at age 55 or older shall be at a flat retirement benefit of \$50 a month, less any Federal or Provincial retirement pension or old age benefits receivable by the employee for disability."

"Retirement Age. The normal retirement age shall be 65. Retirement shall be automatic at age 68 but there shall be no increase in benefits after age 65. An employee may retire early with the consent of the company, provided he has at least 30 years of credited service and is between ages 60 and 65.

"Retirement upon permanent and total disability is permitted at age 55 or older provided the employee has at least 30 years of credited service.

"The company, at its sole discretion, may retire any employee at age 65 or older by reason of the employee's inability to perform efficiently work assigned to him."

With some exceptions, employees who are 67 years of age or older as of January 1, 1950, shall be automatically retired on their first birthday after May 1, 1951.

"Commencement of Payments and Benefits: (a) The liability of the company for payments to the 'Pension Trust Fund' shall accrue beginning on the 'Effective Date' of the Plan.

"(b) Benefit payments shall commence one month after the Effective Date. . . .

"(c) Employees whose employment by the company terminated on or after July 16, 1949, but before the Effective Date of the Plan, who would have qualified for benefits under the Plan had it been in effect at the time of such termination of employment, shall be treated as having retired."

"Board of Administration. The benefit structure of the Retirement Plan shall be administered, within the framework of a Pension Agreement, by a joint Board of Administration having three members each from the company and the union. Suitable provision shall be made for the breaking of any deadlock by an impartial chairman, selected by mutual agreement by the company and union representatives on the Board. . . ."

"Trustee. The company shall have the sole right to select and contract with a qualified Trust Company to act as Trustee of the pension fund. . . ."

"Benefit May be Reduced. If, through governmental legislation, any Federal or Provincial retirement pension, or old age benefits should be created in favour of participants in this Plan under which the company would be required to make contributions either directly or indirectly by taxation or otherwise, the company may reduce the benefit payable hereunder by the amount by which such benefit plus any benefits created by such governmental legislation (excluding any portion thereof payable to

or on account of a spouse or other dependent) exceeds \$100 a month."

Provision is also made for crediting "*Past Service*" and "*Future Service*" and for *funding the Plan*.

WINDSOR, ONT.—THE FORD MOTOR COMPANY OF CANADA, LIMITED AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 240 (OFFICE EMPLOYEES).

Agreement of May 14, 1946, as amended April 28, 1948, and May 31, 1950. The company recognizes the union for the duration of this agreement as the sole bargaining agent in respect to wages and other conditions of employment for all eligible employees.

Check-off: the company agrees to deduct monthly from the pay of every employee in the bargaining unit covered by this agreement, who so authorizes, the regular monthly union membership dues and to remit same to the union.

Wages: subject to any law or any regulation having the force of law, scales of salaries, wages and classifications may be the subject of a supplementary agreement.

Provision is also made for the *appointment of committeemen, seniority rights and grievance procedure*.

GROUP INSURANCE PLAN

A memorandum of agreement on a Group Insurance Plan entered into by the two parties on May 31, 1950, is similar to the one between the Ford Motor Company of Canada and Local 200, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, summarized above except that in the present agreement no provision is made for Sickness and Accident Insurance.

RETIREMENT PENSION PLAN

A memorandum of agreement on a Retirement Pension Plan entered into by the two parties on May 31, 1950, is similar to the one between the Ford Motor Company of Canada and Local 200, International Union, United Automobile, Aircraft and Agricultural Workers of America, summarized above.

Shipbuilding

HALIFAX AND DARTMOUTH, N.S.—HALIFAX SHIPYARDS LIMITED AND INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS OF CANADA, LOCALS 1 AND 13 (CCL).

Agreement to be in effect from November 1, 1949, to November 1, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, April, 1949, p. 447, with the following additions:—

Paid holidays: employees will be granted two specified paid holidays and the union may on or before November 1, 1950, request that a third statutory holiday be added for the year commencing November 1, 1950, to the 2 paid holidays; if such request is not granted by the company it shall be referred to an arbitrator.

Vacations with pay provisions are the same as in the previous agreement: employees with 12 months' service with the company

within a period of 2 years shall be entitled to one-half day for each 25 days worked, to be taken during the succeeding vacation year. Vacation pay will be calculated at the employees' hourly rate at the time the vacation is granted for the standard working week of 44 hours, or part thereof. After 5 years' continuous service the award of vacation credits shall be doubled.

Tobacco and Liquors

LONDON, ONT.—JOHN LABATT LIMITED AND NATIONAL BREWERY WORKERS' UNION, LOCAL 1 (CCL).

Agreement to be in effect from October 1, 1949, to September 30, 1950, and thereafter from year to year, subject to notice.

Union security: except as otherwise provided only union members in good standing shall be employed. In the matter of employment the company shall give preference to unemployed members of the union in good standing and competent to perform the work. Where a non-union member is hired he shall apply to the union for membership at the end of a 6 months probationary period and if he is acceptable to the company and to the union he shall become a member of the union. The company may employ temporarily men for a period not to exceed 6 months in any one year and the union shall issue to such men, on payment of the required fee, a union permit card. Brewers and foremen shall be exempt from the agreement but those who are already members of the union may retain their membership.

Hours: 40 per week for all employees except drivers and helpers employed on highway transport work who shall work approximately 45 hours. *Overtime*: time and one-half for all work in excess of the regular hours and for work on Sundays (except in the case of engineers and watchmen); double time for four and double time and one-half for another four specified *paid holidays*. In addition, a Saturday morning to be mutually agreed upon for a picnic shall be paid for. For drivers and helpers on highway transport, overtime shall be paid for on the basis of a balanced week at the end of each 8 weeks.

Vacations with pay: after one year's continuous service 2 weeks, after 20 years' service 3 weeks.

Basic weekly wage rates: bottlers operating machines \$48, other bottlers \$46; watchmen (not more than 12 hours in any one day), fermenting room and cold storage workers, brew house and wash house workers \$48; coopers \$53.50; truck drivers, highway \$48.50, retail delivery \$47.50, helpers \$46; engineers, second class \$56.50, third class \$52.50. All new employees, except truck drivers and helpers, shall be paid at rates \$1 per week less than the above scale of wages until they have completed 6 months' continuous service.

Cost of living bonus: in addition to the above basic weekly wages, a cost-of-living bonus of \$3.20 per week shall be paid; this bonus shall be adjusted upward or downward quarterly commencing January 1, 1950, depending on the variation between the August 1, 1949, cost-of-living index (162.8) published by the Dominion Bureau of Statistics and the indices as presently calculated, published for November 1, 1949, and quarterly thereafter. Each one point in-

crease or decrease in the index shall be equal to an increase or decrease of 37.2 cents per week in the bonus.

An *off-shift differential* of 5 cents per hour will be paid for work on shifts starting between 2 p.m. and 4.59 a.m., this provision shall not apply to truck drivers (highway).

Provision is made for *seniority rights* and *grievance procedure*.

Construction

Buildings and Structures

OTTAWA, ONT.—OTTAWA MASTER PLUMBERS' ASSOCIATION AND UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL 71.

Agreement, following strike (L.G., March, 1950, p. 422), to be in effect from April 20, 1950, to April 30, 1951, and thereafter from year to year, subject to 60 days' notice. Employers shall give members of Local 71, or men willing and eligible to become members within 30 days, preference in employment; likewise, members of Local 71 agree to work only for recognized shops and to give preference to shops which are parties to this agreement.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime*: time and one-half until midnight and for work on Saturday morning; double time from midnight to starting time and for work on Saturday afternoon, Sundays and 8 specified holidays. If on a regular working day a repair job can be finished in not more than one hours' time after regular hours it will be done at straight time.

Night work differential: if it becomes necessary to do night work only or shift work on any job, same shall commence at the close of the regular working day and shall be paid for at the rate of 8 hours' time for 7 hours' work.

Hourly wage rates: journeymen \$1.68 until August 1, 1950, and \$1.70 thereafter; helpers who started trade previous to 1949, shall have their rate increased in proportion. Any new boys starting trade must be indentured apprentices.

Transportation: men working out of Ottawa shall have their fare and board paid: time travelling to and from work shall be paid for at the rate of single time only up to 9 p.m. If a journeyman leaves the job before completion and of his own volition, return transportation and travelling time may be withheld. If working outside the city limits and returning daily, the employee shall be at such limits at 8 a.m. and 5 p.m. and shall receive transportation from the city limits to and from such work.

Provision is made for the *settling of disputes* and *grievances* and an *apprenticeship plan*.

EDMONTON, ALTA.—THE NATIONAL ASSOCIATION OF MASTER PLUMBERS AND HEATING CONTRACTORS OF CANADA INC. (NORTHERN ALBERTA BRANCH) AND UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL 488.

Agreement to be in effect from April 1, 1950, to December 31, 1951, and thereafter from year to year, subject to 30 days' notice.

Union security: employers shall give members of Local 488, or men willing and eligible to become members within 30 days, preference in employment. If such members are not available, employers shall have the privilege of getting other men. Members of Local 488 likewise agree to work only for recognized shops and to give preference to such shops which are parties to this agreement.

Hours: 8 per day between 8 a.m. and 5 p.m. Monday through Friday, a 40-hour week; all time worked outside these hours (except shift time) shall be considered overtime. Second and third shifts shall be paid at the rate of 8 hours' pay for 7 hours' work; however, no time outside of regular working hours shall be deemed shift work unless worked for 5 or more consecutive days. *Overtime*: all hours worked in any shift in excess of those provided above shall be paid for at time and one-half between 5 p.m. and 12 midnight and at double time thereafter. Double time shall also be paid for work performed on Sundays, on 8 specified statutory holidays, and on Saturdays, except that Saturday work of any emergency repair nature where life may be endangered or property damaged, up to 4 hours, shall be paid for at straight time.

Vacation with pay rates shall be 4 per cent of wages earned and shall be in addition to the hourly wage rates.

Hourly wage rates (minimum): journeymen \$1.70; apprentices, first year 35 per cent, second year 40 per cent, third year 60 per cent and fourth year 75 per cent of the journeymen's rate.

The proportion of apprentices to journeymen shall be as provided in the Alberta Apprenticeship Act. Only members of Local 488 and duly indentured apprentices shall handle any tools of the trade.

Provision is made for *grievance procedure* and for *travelling expenses* in connection with out-of-town work.

CALGARY, ALTA.—THE CALGARY GENERAL CONTRACTORS ASSOCIATION AND CERTAIN OTHER EMPLOYERS AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1779.

Agreement to be in effect from April 1, 1950, to March 31, 1951. Should either party wish to change, add to or amend this agreement, 60 days' notice shall be given prior to termination date. Employees, party to this agreement, shall be given preference of employment and likewise employers, party to this agreement, shall be given preference in the supplying of union labour. Before any union members work for any employer who is not a member of the Association, said employer will sign a copy of this agreement.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime*: time and one-half for the first 4 hours of work in excess of the regular hours and for work on Saturday morning, double time after 4 hours and for all work on Saturday afternoon, Sundays and 9 specified holidays. No work shall be performed on Labour Day except where safety to life or property make it necessary.

Wage rates: carpenters \$1.52 per hour; carpenters in charge of work shall receive not less than 10 cents per hour over the journeymen's rate.

Night shift differential: any time worked after 5 p.m. and before 8 a.m. shall be paid for at the rate of time and one-seventh if these hours are part of the regular seven hour shift.

Transportation: on jobs beyond the regular terminus of the street car line or bus service, the employer shall pay for any additional transportation or provide same. On jobs outside the city transportation, including meals and berth where necessary, is to be provided by the employer and travelling time one way on the basis of 8 hours in 24. Return transportation shall be provided on or after 60 days' satisfactory service or termination of contract of work.

Provision is made for the *settling of disputes*.

CALGARY, ALTA.—THE CALGARY GENERAL CONTRACTORS ASSOCIATION AND CERTAIN OTHER EMPLOYERS AND THE AMALGAMATED BUILDING AND CONSTRUCTION WORKERS OF CANADA, LOCAL 5 (CCL).

Agreement to be in effect from April 1, 1950, to March 31, 1951. This agreement is similar to the one between The Calgary General Contractors Association and Certain Other Employers and The Brotherhood of Carpenters and Joiners of America, Local 1779, summarized above.

Transportation and Public Utilities

Local and Highway Transport

TORONTO, ONT.—CERTAIN FIRMS ENGAGED IN THE TAXI CAB INDUSTRY AND INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL 488 (TAXI CAB DRIVERS' UNION).

Agreement to be in effect from March 27, 1950, to March 26, 1951, and thereafter until changed by another agreement.

Union security: the company agrees at all times to hire only union members carrying the regular paid-up working card of the union. When a vacancy occurs the union must be given the first opportunity to fill same. If union members are not satisfactory or if none are available, all drivers employed shall join the union within 15 days. The company agrees not to keep in its employ any union member who wilfully neglects or refuses to pay his dues.

Check-off: in consideration of the company agreeing to a compulsory check-off, the union agrees that, should any of its members defraud, abscond or cheat the company out of its just moneys, the same will be paid out of the union funds; however, the union's liability shall be limited to \$25 in any one instance.

Hours: 48 per week, spread over five and one-half days.

Statutory holidays: in lieu of statutory holidays with pay, the employer will grant to drivers up to 2 days off with pay, one after 6 months' work and the other after 9 months' work, such days to be mutually agreed upon.

Vacations with pay: after one year's employment employees shall be granted one week or a minimum of 2 per cent of their year's earnings, after 2 years' continuous service they shall receive an additional 2 per cent of their year's earnings provided,

however, that for each day of unauthorized absence in excess of 6 in the year, the employer shall deduct one-sixth of the additional 2 per cent payment.

Wages: for regularly employed full time drivers \$32 per week; if the fares taken in by a driver exceed in any one week \$96, the driver shall be paid a bonus of 35 per cent of such excess; if the average fares taken in by all full time drivers employed by one employer during each period of 4 consecutive weeks equal or exceed \$90 per driver per week (not including out-of-town trips), an additional bonus shall be paid to each driver of 35 per cent of the amount that the fares taken in by him during any week exceed \$90, but such bonus shall not exceed \$2.10 per driver for any such week. Part-time drivers shall be paid \$2.67 for the first 4 consecutive hours on duty in any day (or for any shorter period if not kept on duty for 4 consecutive hours), plus 66½ cents for each consecutive hour on duty. In computing bonuses the part-time driver shall be deemed to have collected fares at the rate of \$90 a week or better if the fares taken in by him exceed ¹⁰⁰/₃₅ times the wages paid to him; he shall be entitled to the collective and the individual bonuses on the same basis as the full time driver.

The parties agree to make, within 5 days after the signing of the agreement, joint application to the Industry and Labour Board for the Province of Ontario to have the rates as set out in this agreement incorporated into the Industrial Standards Code for the Taxicab Industry.

Uniform: 50 per cent of the cost of uniform caps, shirts or uniforms required by the company shall be paid for by the company and 50 per cent by the employee; after the employee has paid his full 50 per cent of the cost the uniforms shall become his property.

Provision is made for *grievance procedure* and *seniority rights*.

Water Transport

BRITISH COLUMBIA.—CERTAIN MEMBERS OF THE B.C. TOWBOAT OWNERS' ASSOCIATION AND THE WEST COAST SEAMEN'S UNION.

Agreement to be in effect from October 1, 1949, to September 30, 1951, except that at the request of either party wage rates may be reviewed one year from the effective date. The union is recognized as the collective bargaining agent of the unlicensed personnel of the company signing the agreement. The union agrees, when requested by the employer, to supply competent and satisfactory help, if available, for all classifications of positions covered by this agreement.

Hours: both parties subscribe to the principle of the 8-hour day in industry, but recognizing the impracticability of the 8-hour day in the B.C. towboat industry agree that equitable compensation for any time worked over and above 8 hours per day shall be made by time off. It is therefore agreed that on vessels operating on a two watch system the establishment of a working month of 20 days on and 10 days off shall go into effect on the following time schedule: from October 1, 1949, to December 31, 1949, the monthly work schedule shall be 23 days on, 7 days off; on and after January 1, 1950, 22 days on, 8 days off; on and after October 1, 1950, 21 days on, 9 days off; on and after September 30, 1951, 20 days on, 10 days off.

This monthly leave shall be granted exclusive of annual vacation. On tugs operated on the three watch system unlicensed personnel shall be allowed time off free from the ship on the basis of one day in 7 in lieu of time off as outlined in the above time schedule. In the case of employees on outside tugs the days off will be allowed within a 3-month period, at least 5 of them to be allowed consecutively. When necessary for harbour tugs to work over 12 consecutive hours in any one day in intermittent cases, additional time off will be allowed. Pay in lieu of leave shall not be tendered or accepted unless mutually agreed upon between the union and the company.

Vacation with pay: after one year's continuous service 11 days; after 60 days' continuous service an employee will be entitled to receive an appropriate share of the 11 days' vacation.

Minimum monthly wage rates: deckhands, firemen, oilers \$137.50, cooks \$145. On vessels such as "Harbour" boats where provision and staff for preparing and serving of meals is not provided, the unlicensed personnel shall receive \$1.25 per day worked in addition to the above rates. On tow-boats where subsistence is customarily provided and where for any reason subsistence is not provided, unlicensed personnel shall receive in lieu thereof \$2 per working day.

Provision is made for *grievance procedure*.

Service

Professional

VERDUN, P.Q.—LA COMMISSION DES ECOLES CATHOLIQUES DE VERDUN (CATHOLIC SCHOOL COMMISSION OF VERDUN) AND L'ASSOCIATION DES INSTITUTEURS CATHOLIQUES DE VERDUN (ASSOCIATION OF CATHOLIC TEACHERS OF VERDUN).

Agreement to be in effect from July 1, 1949, to June 30, 1951, and thereafter for another period of 2 years, subject to notice. This agreement applies only to lay teachers in the employ of the Catholic School Commission of Verdun.

Union security: all lay teachers now employed who are members of the association must maintain their membership; those who will hereafter be employed must become members of the association.

Basic scale of annual salaries (the figures quoted are for female teachers, single male

teachers, and married male teachers respectively): first to third years' service \$1,600, \$1,900, \$2,200; fourth years' service \$1,700, \$2,050, \$2,350, with annual increases of \$100, \$150 and \$150 thereafter until tenth year's service; eleventh to fifteenth years \$2,400, \$3,100, \$3,400; sixteenth to eighteenth years \$2,500, \$3,250, \$3,600; nineteenth to twenty-first years \$2,600, \$3,400, \$3,800; twenty-second to twenty-fourth years \$2,700, \$3,550, \$4,000; twenty-fifth year's service and thereafter \$2,800, \$3,700, \$4,200.

In addition, the following annual supplements according to position occupied shall be paid: junior high school teachers \$300, senior high school teachers \$500; assistant principals, elementary or junior high school \$600, senior high school \$800; principal, elementary or junior high school \$1,000, senior high school \$1,400. Female teachers of the first grade will receive at the end of the year a supplement of \$100, if satisfactory.

Since the requirements of the different faculties vary, the Commission agrees to grant *gratuities* ranging from \$50 to \$200 to teachers with university degrees or their equivalent, the amount of the gratuity to depend on the academic standing of the individual teacher.

To further encourage *higher education of teachers* there will be a differential of \$100 between teachers with elementary, intermediate and superior standings or equivalent. However, this provision will be effective from the school year 1950-51 and will apply only to new teachers engaged.

Method of payment: the salary of teachers shall be paid semi-monthly at the rate of 3.75 per cent or about $\frac{1}{8}$ of their annual salary for each payment, except that of June 30 which shall be 28.75 per cent or approximately $\frac{1}{4}$ of their annual salary.

Sick leave credit with pay of $1\frac{1}{2}$ days per month, cumulative to a maximum of 150 days, is provided for. Teachers shall be entitled to *special leave* in case of death in the family, etc.

Leave for educational purposes: after 10 years' service the Commission will allow teachers to use their accumulated sick leave with pay for the purpose of taking a university course leading to a degree or its equivalent, if approved by the Director of Studies.

Provision is made for the *settling of differences*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the amendment of 18 agreements. These include, in addition to those summarized

below, the amendment of the agreements for hospitals and charitable institutions at St. Hyacinthe and for municipal employees at Kenogami published in the *Quebec*

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing

of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Official Gazette of April 22; for barbers and hairdressers at Joliette, Beauharnois, Chicoutimi and at Three Rivers, and for clockmakers in the counties of Drummond, Arthabaska, etc. in the issue of May 6, and the amendment of the agreement for barbers at Montreal in the issue of May 13.

Requests for amendments to the agreements for the mechanical repair and construction industry and for dairy employees at Quebec, for the building materials industry in the province and for barbers and hairdressers at Hull, St. Hyacinthe, Victoriaville and at Sherbrooke were gazetted April 22, for the building materials industry in the province and for the building trades and for barbers and hairdressers at Quebec were gazetted April 29, for the building trades at Hull and at St. Hyacinthe in the issue of May 6, for funeral undertakers at Montreal and for food products retail trade at Quebec were gazetted May 13.

Orders in Council were also published approving and extending the term of the levy of assessments on the parties and others approving the constitution and by-laws of certain joint committees.

Manufacturing

Fur and Leather Products

WHOLESALE FUR INDUSTRY, MONTREAL.

An Order in Council, dated April 12, and gazetted April 22, extends until June 30, 1950, the terms of the previous Orders in Council for this industry (L.G., March, 1947, p. 368; June, 1948, p. 619; Dec., p. 1421; May, 1949, p. 604; March, 1950, p. 345, and previous issues).

FINE GLOVE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated April 26, and gazetted May 6, amends the previous Orders in Council for this industry (L.G., May, 1948, p. 486; July, 1949, p. 876).

Vacation: this amendment provides that vacations shall be given between June 1 and September 1. The first week is obligatory and during that period no employee is to do any kind of work in the glove industry. The other week or half week, as the case may be, is optional. Any employee who for any reason leaves his employer shall receive, before leaving, the amount owed to him for his vacation. (Previously every employee who left the glove industry before June 1 of the current year was not entitled to any vacation.)

WORK GLOVE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated April 26, and gazetted May 6, amends the previous Orders in Council for this industry (L.G., May, 1948, p. 486; June, 1949, p. 735).

Vacation provisions are similar to those summarized above for the fine glove industry in the province.

Textiles and Clothing

FASHION ACCESSORIES INDUSTRY, MONTREAL.

An Order in Council, dated April 12, and gazetted April 22, amends the previous Orders in Council for this industry (L.G., April, 1948, p. 332; Jan., 1950, p. 77).

The present agreement does not govern needle and embroidery work on power machines which are used for simultaneous large quantity reproduction of a design or pattern and are known as Schiffli, Lewis or Rachele machines.

No work shall be permitted on any of 6 specified holidays and 2 of these (Good Friday and Labour Day) will be paid for at regular rates. (No paid holidays previously provided for.)

Pulp, Paper and Paper Products

UNCORRUGATED PAPER BOX INDUSTRY, QUEBEC DISTRICT.

An Order in Council, dated April 12, and gazetted April 22, amends the previous Orders in Council for this industry (L.G., Nov., 1948, p. 1245; Oct., 1949, p. 1247).

Employees shall work or be at the disposal of their employers the day before and the day after any of 5 specified holidays in order to qualify for these holidays with pay.

Minimum hourly wage rates (female employees): the following rates in most cases represent increases ranging from 3 cents to 4 cents per hour—forelady 58 cents; hand worker (first class) 54 cents; hand worker (second class), covering machine operator, Stokes and Smith machine operator, Redington machine operator, staying machine operator, stitcher, top-piece machine operator 48 cents per hour; Brightwood machine feeder, stripper, automatic glueing machine feeder, four-corner machine feeder, hand fed machine table gummer, operator of any machine not classified above, division assembler, packer, folder 47 cents per hour; other help not classified above 38 cents per hour during the first 6 months to 46 cents during the fourth 3 months. The classification of tiers is added with a minimum rate of 48 cents per hour. Rates for apprentices 20 per cent less than those paid the regular classifications during the first 6 months and 10 per cent less during the second 6 months remain unchanged.

Minimum hourly wage rates (male employees): foreman \$1.05; machinist (foreman) \$1.01; die maker 93 cents; assistant-foreman 91 cents; automatic glueing machine operator 86 cents; machinist, scorer 84 cents; cylinder box press operator 82 cents; Brightwood machine operator, cutter on knife (first class), four-corner stayer operator 80 cents; shipper 79 cents; colt press operator 77 cents; end piece operator (double) 76 cents; truck-driver 75 cents; engineman (fourth class) 74 cents; end piece operator (single) 73 cents; general helper 72 cents; cutter on knife (second class) 70 cents; assistant die maker, circular saw operator 68 cents; Brightwood feeder, colt press feeder, cylinder box press feeder, four-corner machine feeder, punch operator, bale press operator 67 cents; stripper 65 cents; fireman 64 cents; other help not classified above from 48 cents during the first 3 months to 62 cents per hour during the fourth 3 months. (The above rates represent increases ranging from 3 cents to 9 cents per

hour.) Rate for chief engineman (second class) is increased from \$40.85 per week to \$41.33 and for chief engineman (third class) from \$35.15 per week to \$35.38 per week. The classification of repair and maintenance man is added with a minimum rate of 72 cents per hour. Apprentices' rates are similar to those shown above for female apprentice employees.

The service period acquired by each employee at the time of the coming into force of the present agreement shall be taken into account to determine his wage rates as per the above basic scale.

Miscellaneous Wood Products

FURNITURE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated April 12, and gazetted April 22, amends the previous Order in Council for this industry (L.G., Oct., 1948, p. 1127) by correcting the name of one of the two unions to read "The Upholsterers International Union of North America, Locals 347-388 (Wood Furniture Workers)."

Territorial jurisdiction: all establishments located in the town of Matane or east thereof shall be included in zone III, irrespective of the number of workers employed therein.

Hours: an amendment published in the *Quebec Official Gazette*, issue of October 30, 1948, provided that by agreement between employers and employees, daily hours might be increased from 9 to 10 per day, 50 per week all year round instead of during the summer months only, as previously in effect, in which case there will be no Saturday work. (Total hours per week remained unchanged.)

Minimum hourly wage rates (male and female workers): there are two minimum wage schedules as previously in effect:—

(1) Those employers who have not declared themselves in favour of the classification system must pay the following minimum rates: employees of less than 18 years of age 45 cents in zone I, 40 cents in zone II, 35 cents in zone III; employees of 18 years of age and over from 50 cents per hour during the first 3 months to 65 cents after 2 years in zone I, from 45 cents per hour to 60 cents in zone II and from 40 cents to 55 cents in zone III. (The above rates are similar to those previously in effect but the age limits governing the above earnings are reduced by one year.) The average wage shall not be less than 78 cents in zone I (an increase of 7 cents), 69 cents in zone II (an increase of 5 cents); and 61 cents per hour in zone III (an increase of 3 cents per hour). The following classification is added: watchmen from 50 cents per hour during the first 6 months to 60 cents after 2 years in zone I, from 45 cents per hour to 60 cents in zone II and from 40 cents to 50 cents per hour in zone III.

(2) For those employers who adopt the classification of occupations set forth in the agreement in which each occupation in the industry is placed in one of four classes, the following minimum rates are effective—class I, 78 cents per hour in zone I, 73 cents in zone II and 68 cents in zone III; class II, 71 cents in zone I, 66 cents in zone II, 61 cents in zone III; class III, 68 cents in zone I, 63 cents in zone II, 58 cents in zone III; class IV (which includes all the operations not specified in the first 3 classes),

from 50 cents during the first 3 months to 63 cents per hour after one year in zone I, 45 cents during the first 3 months to 58 cents after one year in zone II, 40 cents during the first 3 months to 53 cents after one year in zone III. (The above rates for classes I, II, and III represent an increase of 3 cents per hour in all zones; in class IV rates remain unchanged but the provision governing age limit now reads less than 18 years of age instead of 18 years of age and under as previously.) The average wage rates in zones I, II, and III are similar to those shown above in minimum wage schedule (1). Employees reporting to work during regular working hours without having been advised to the contrary and any employee requested to report for work are entitled to a minimum sum equivalent to 3 hours' pay except in the case of suspension of operation in a plant or department due to circumstances beyond control. If a regular shift works less than 50 hours, the workers involved shall receive their regular rate, straight time, up to 50 hours per week, after which the clause for overtime at the rate of time and one-half shall apply.

Vacation: all employees are entitled to a vacation with pay in accordance with the provisions of Ordinance No. 3 of the Minimum Wage Commission of the Province of Quebec except that remuneration is equivalent to 2 per cent of the wages earned including vacation indemnity during the period June 1 to May 31 and entitling them to such vacation if they are paid on any other basis.

Construction

BUILDING TRADES, QUEBEC.

An Order in Council, dated April 26, and gazetted May 6, amends the previous Orders in Council for this industry (L.G., Dec., 1947, p. 1803; July, 1948, p. 741, Nov., p. 1247; Aug., 1949, p. 988, Sept., p. 1115, Oct., p. 1247).

Hours for truck drivers (employed directly by contractors of the construction industry): 9 per day, 54 per week.

Minimum hourly wage rates for a few classes in zones I and II have been changed: structural iron erector and welder (all categories) \$1.50; construction boiler-maker, steam mechanic, erector and welder \$1.50, helper to these trades \$1.10; painter (structural iron) \$1.40; steam and hot water generating mechanics (installing stokers in furnaces with a horizontal heating surface of 20 feet or less) \$1.20, helper 95 cents per hour. (The above rates represent increases ranging from 10 cents to 35 cents per hour). Apprentices' rates (structural iron) are increased from 50 to 70 per cent of the tradesman's rate during the first year and remain unchanged at 85 per cent during the second year; apprentices (steam generation mechanics and construction boiler-makers) are increased from 50 to 60 per cent during the first year and from 85 to 90 per cent during the fourth year. *Minimum rates in zone I only:* labourers, mortar makers, celanite mixers, plaster pourers and hod carriers 80 cents (an increase of 5 cents per hour). Truck drivers (employed directly by contractors in the construction industry) are an added classification and shall receive the minimum rate of 65 cents per hour or \$31 per week.

Contracting parties bound by the terms of the present agreement have agreed that the wage conditions be based upon the *cost-of-living* index at 157 points. Any 10-point increase or decrease in the said index at the time of renewal of the agreement shall entail an increase or decrease of 5 cents per hour for all employees governed.

BUILDING TRADES, COUNTIES OF DRUMMOND, ARTHABASKA AND NICOLET.

An Order in Council, dated May 3, and gazetted May 13, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 872; May, 1949, p. 605).

Hours: 48 per week distributed as follows: 9 hours per day Monday through Thursday, 8 hours on Friday and 4 hours Saturday morning.

Minimum hourly wage rates are increased by 5 cents per hour over those previously in effect in zones I, and II. Weekly rates for shovel operators are increased from \$52.80 to \$55.20 in zone I and from \$48.70 to \$50.20 in zone II.

Vacation: one week with pay annually equivalent to 2 per cent of the regular wages earned during the previous 12 months for all employees with one year's continuous service. Employees with less than 12 months of service are entitled to vacation pay equal to 2 per cent of their regular wages for any continuous period of employment exceeding 2 months.

Provisions governing apprenticeship regulations and for board and travelling expenses are included in this amendment.

BUILDING TRADES, JOLIETTE.

An Order in Council, dated April 26, and gazetted May 6, amends the previous Orders in Council for this industry (L.G., Aug., 1947, p. 1175; June, 1948, p. 620; June, 1949, p. 736, and previous issues).

Maintenance men (permanent employees) of manufacturing or industrial establishments who benefit by a labour hiring contract for a period of at least 6 months are not governed by the provisions of the present agreement.

Hours (from April 1 to November 30): 9 per day Monday through Friday, 3 on Saturday or 10 per day Monday through Thursday, 8 on Friday, in either case 48 per week. Distribution of hours at the option of the employer. (Previously common labourers worked 54 hours per week.)

Minimum hourly wage rates for apprentices are increased by 5 cents per hour during each apprenticeship period in zone I and II. Rates for journeymen and all other occupations unchanged.

BUILDING TRADES, ST. JOHN AND IBERVILLE.

An Order in Council, dated May 3, and gazetted May 13, amends the previous Orders in Council for this industry (L.G., April, 1947, p. 544; Jan.-Feb., 1948, p. 51, June, p. 621, Nov., p. 1247, Dec., p. 1421) by providing that the names of the individual contracting parties of the first part are replaced by "L'Association des Entrepreneurs en Construction de St. Jean" and "Le Syndicate catholique national de la Construction de St. Jean."

Minimum hourly wage rates are increased by 5 cents per hour with the following exceptions: structural iron erector and welder (all categories) from \$1.11 to \$1.50 per hour; construction boiler-maker, welder, steam generator mechanic and erector from \$1.11 to \$1.50—(helper), from 84 cents to \$1.10; painter (structural iron) from \$1 to \$1.40. The installation of portable tanks and boilers under 2 tons in weight is to be paid at not less than 95 cents per hour (an increase of 17 cents). Rates for workers installing stokers in furnaces with a horizontal heating surface of 20 feet or less are increased from 89 cents to \$1.20 per hour and their helpers from 67 cents to 95 cents per hour. Rates for apprentices (structural iron) from 70 per cent of skilled workers' rates during the first year to 85 per cent during the second year; apprentices (steam generation mechanics and construction boiler-makers) from 60 per cent during the first year to 90 per cent during the fourth year. (Previously apprentices of the structural steel industry received 50 per cent during the first year to 85 per cent during the second year.)

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946. p. 932.

Schedules Prepared and Contracts Awarded During April

(1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of April the Department of Labour prepared 135 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 71 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Agriculture.	1	\$ 153,000.00
Canadian Commercial Corporation.	5,289	22,952,838.68
Post Office.	15	104,370.72
Public Works.	5	64,784.28
R.C.M.P..	2	20,001.00

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING APRIL

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of wages Schedule
Canadian Commercial Corporation				
Sussex, N.B.	Installation of factory insulated underground steam main.	Mooney Construction Co., Saint John, N.B.	\$ 4,465 00	Feb. 15, 1950
Centralia, Ont.	Tank Hanger Building.	Ontario Construction Co. Ltd., St. Catharines, Ont.	55,000 00	Jan. 11, 1950
Kingston, Ont.	Installation of medium intensity lighting for Runways 04-22, 10-28, 16-34 and Taxiways at R.C.A.F. Station.	T. A. Andre & Sons Ltd., Kingston, Ont.	6,890 00	Feb. 15, 1950
Kingston, Ont.	Erection of steel framework, construction of floors and ceilings in the Ablution Rooms of the Stone Frigate Building, Royal Military College.	Thos. L. Grooms, Kingston, Ont.	7,975 00	Feb. 14, 1950
Trenton, Ont.	Installation of Projection Room, Administration Building.	J. O. Dougall Ltd., Toronto, Ont.	21,900 00	Jan. 9, 1950
Trenton, Ont.	Royal Military College.			
Trenton, Ont.	Interior repair, painting and decorating of all walls, ceilings, in rooms and corridors of Officers Mess, Building No. 38, Administration Building No. 29 and Barrack Block 22 at R.C.A.F. Station.	D. J. Coyle, Winnipeg, Man.	5,098 59	June 7, 1949
Camp Shilo, Man.	Installation and adjusting of two air conditioning systems in Building No. 56 at Department of National Defence (Defence Research Board), Experimental Station (Rahston, P.O.).	Gunter's Limited, Medicine Hat, Alta.	6,831 32	May 15, 1950
Suffield, Alta.	Construction of a septic tank, chlorinating tank and chlorinating shed, R.C.C.S. Building, Vancouver Wireless Station.	E. H. Shockley & Son Ltd., Vancouver, B.C.	5,871 00	Jan. 20, 1950
Boundary Bay, B.C.	Construction of 23,000 volt power substation and installation of feeder line from substation to standby power station at Royal Canadian Naval Magazine.	British Columbia Power Commission, Victoria, B.C.	6,210 00	May 10, 1950
Kamloops, B.C.				
Central Mortgage and Housing Corporation				
Summerside, P.E.I.	Construction of 105 housing units.	Eastern Woodworkers Ltd., New Glasgow, N.S.	704,467 00	Mar. 4, 1950
Summerside, P.E.I.	Installation of gas ranges, water heaters and gas lines.	Summer Propane Gas Ltd., Moncton, N.B.	2,100 00	Mar. 4, 1950
Greenwood, N.S.	Construction of 90 houses.	Terminal Construction Co., Dartmouth, N.S.	603,350 00	Mar. 4, 1950
Halifax, N.S.	Sewer and water service.	City of Halifax, Halifax, N.S.	4,280 00	Mar. 6, 1950
Chatham, N.B.	Construction of 75 housing units.	Modern Construction Co. Ltd., Moncton, N.B.	492,829 00	Mar. 6, 1950
Fredericton, N.B.	Installation of weeping tile and sump under basement floors and repairing expansion joints between concrete walls and floor.	Benrose & Kilburn, Fredericton, N.B.	7,489 00	Mar. 6, 1950
Saint John, N.B.	Installing 207 copper stack flashings.	Lloyd R. Mawhinney Ltd., East Saint John, N.B.	1,759 50	Mar. 6, 1950
Montreal North, P.Q.	Construction of 102 duplexes.	L. Massicotte Ltee, Cap de la Madeleine, P.Q.	975,116 10	Feb. 20, 1950
Ajax, Ont.	Construction of municipal and house sidewalks.	Kamlee Construction Ltd., Toronto, Ont.	25,525 22	Mar. 8, 1950
Ajax, Ont.	Supplying pit-run gravel for roads, additional road grading, excavating base course and placing excavated earth around foundations.	Bruel Paving Ltd., West Toronto 9, Ont.	4,219 10	Mar. 8, 1950
Ajax, Ont.	Constructing and placing temporary wooden walks.	Smith Doors, Ajax, Ont.	2,850 00	Mar. 6, 1950
Barrieheld, Ont.	Construction of power distribution system—street lighting, services to houses, fire alarm circuits and equipment.	Stanley G. Brooks Ltd., Ottawa, Ont.	65,000 00	Mar. 6, 1950
Centralia, Ont.	Surveying and staking all road allowances and lots.	R. G. Code, London, Ont.	3,000 00	Mar. 22, 1950
Centralia, Ont.	Constructing sewer and water-mains.	J. Alvin Kellor, St. Thomas, Ont.	68,521 23	Mar. 22, 1950
Guelph, Ont.	Painting of houses—H.F.C.L.—405.	Windsor Painting and Decorating Co., Windsor, Ont.	5,327 00	Apr. 11, 1950

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING APRIL

Location	Nature of Contract	Name of Contractor	Amount of	Date of Wages Schedules
Central Mortgage and Housing Corporation—Concluded				
Pictou, Ont.	Construction of power distribution system, street lighting, services to houses and fire alarm circuits.	Stanley G. Brookes Ltd., Ottawa, Ont.	43,000 00	Mar. 6, 1950
Samia, Ont.	Construction of terraces, rough grading and spreading of top soil.	Rosehall Nurseries Ltd., Brantford, Ont.	2,000 00	*
Lloydminster, Sask.	Landscaping of 50 houses.	Chiswell Nurseries, Saskatoon, Sask.	4,395 00	*
Prince Albert, Sask.	Insulation of 100 houses.	Graham Insulation Co., Saskatoon, Sask.	17,100 00	3, 1950
Saskatoon, Sask.	Insulate floor joists to foundation wall spaces—100 units.	Rockwool Insulation Service, Saskatoon, Sask.	1,500 00	*
Lethbridge, Alta.	Insulating between the top of the foundation wall and the underside of sub-flooring on first floor of 100 houses.	E. K. Reman, Lethbridge, Alta.	1,000 00	*
Belmont Park, B.C.	Excavating and laying storm drains.	John D. Kissinger Jr., Victoria, B.C.	2,032 22	*
Belmont Park, B.C.	Drilling and shooting rock on Section 'C' on this project.	Marwell Construction Co. Ltd., Vancouver, B.C.	1,139 57	*
Esquimalt, B.C.	Installing fuel oil tanks.	Western Heating Products, Victoria, B.C.	1,349 57	*
Vancouver, B.C.	Surveying and laying out sub-division.	Underhill & Underhill, Vancouver, B.C.	1,316 32	*
Vancouver, B.C.	Removal and re-siting of house.	Arrow Transfer Co. Ltd., Vancouver, B.C.	2,860 00	*
Vancouver, B.C.	Removal and re-siting of house.	Arrow Transfer Co. Ltd., Vancouver, B.C.	2,830 00	*
National Harbours Board				
Port Colborne, Ont.	Installation of fire escapes and enclosure of stairways at the National Harbours Board Elevator.	Chas. Magee & Sons Ltd., Port Colborne, Ont.	25,900 00	Feb. 21, 1950
Department of Public Works				
Skinner's Pond, P.E.I.	Boat harbour.	Diamond Construction Co. Ltd., Fredericton, N.B.	86,106 00	Feb. 11, 1950
Summerside, P.E.I.	Construction of a Public Building.	M. F. Schurman Co. Ltd., Summerside, P.E.I.	353,940 00	April 20, 1950
Brule, N.S.	Wharf extension.	R. A. Douglas, New Glasgow, N.S.	12,269 47	Feb. 10, 1950
Gabarus, N.S.	Breakwater-wharf replacement.	Atlantic Bridge Co. Ltd., Lunenburg, N.S.	115,175 00	Feb. 25, 1950
Glouce Bay, N.S.	Breakwater reconstruction.	J. P. Porter Co. Ltd., Montreal, P.Q.	106,355 00	Feb. 9, 1950
Halifax, N.S.	Alterations and additions to the electrical system in the Knights of Columbus Building.	Bryant Electric Company Ltd., Halifax, N.S.	10,500 00	March 10, 1950
White Head, N.B.	Wharf extension.	Medard Comeau & Alfred Thimot, Little Brook, N.S.	29,259 00	Feb. 17, 1950
Ylmer, P.Q.	Repairs to Public Building.	Ed. Brunet & Son, Hull, P.Q.	5,640 00	Sept. 27, 1949
Iberville, P.Q.	Wharf reconstruction.	Eliezer Cournoyer, St. Joseph de Sorel, P.Q.	23,977 00	March 7, 1950
Montreal, P.Q.	Installation of fluorescent fixtures, switches and wall receptacles in Pascal Building—3rd and 4th floors.	C. Howard Simpkin Ltd., Montreal, P.Q.	9,420 00	March 10, 1950
Montreal, P.Q.	Construction of wood and glass partitions; stud partitions in Pascal Building.	William H. Madigan, Montreal, P.Q.	17,800 00	March 10, 1950
Ottawa, Ont.	Alterations to the Ottawa Car Building.	J. E. Copeland Co. Ltd., Ottawa, Ont.	111,300 00	April 5, 1950
Ottawa, Ont.	Installation of sound reinforcing system, House of Commons Chamber.	Acoustics Ltd., Montreal, P.Q.	24,533 00	Feb. 17, 1950
Ottawa, Ont.	Improvements and alterations to residence—24 Sussex Street.	Alex. I. Garrook Ltd., Ottawa, Ont.	188,000 00	March 6, 1950
Port Colborne, Ont.	Construction of an addition and alterations to the Public Building.	Joseph Grassie, Jr., Port Colborne, Ont.	53,438 00	March 22, 1950
Port Maitland, Ont.	Repairs to harbour works.	Dean Construction Co. Ltd., Belle River, Ont.	5,907 00	Feb. 14, 1950

Portsmouth, Ont.	Wharf reconstruction.....	Bermingham Construction Ltd., Hamilton, Ont.	77,290 00	Feb. 14, 1950
Beausejour, Man.	Construction of an addition and alterations to the Public Building.....	Randver Sigurdson, Winnipeg, Man.	34,550 00	April 5, 1950
Grandview, Man.	Construction of a Dominion Public Building.....	Peter Leitch Construction Ltd., Winnipeg, Man.	93,039 00	April 22, 1950
Regina, Sask.	Improvements to lighting in the Federal Building.....	North West Electric, Regina, Sask.	8,395 00	March 23, 1950
Arrow Park West, B.C.	Wharf reconstruction.....	H. S. Murphy and H. M. Fletcher, Nakusp, B.C.	32,740 00	Dec. 8, 1949
Lulu Island, B.C.	Channel maintenance near Shell Road.....	Gilley Bros. Ltd., New Westminster, B.C.	12,939 48	Feb. 8, 1950
Nanaimo, B.C.	Fresh water supply, Pacific Biological Station.....	Alfred Horie Construction Co. Ltd., Vancouver, B.C.	9,808 87	Feb. 29, 1949
Victoria, B.C.	Wharf reconstruction.....	Pacific Pile Driving Co. Ltd., Victoria, B.C.	136,995 00	Dec. 17, 1949
Willow Cove (Port Mouton), N.S.	Dredging.....	J. P. Porter Co. Ltd., Montreal, P.Q.	50,497 20	*
Cobourg, Ont.	Dredging.....	Russell Construction Co. Ltd., Toronto, Ont.	31,525 00	*
Port Hope, Ont.	Dredging.....	McNamara Construction Co. Ltd., Toronto, Ont.	26,352 00	*
Department of Resources and Development				
Hamilton, Ont.	Repairs to stonework, roof, woodwork and windows, Stony W. H. Yates Construction Co. Ltd., Hamilton, Ont.		7,500 00	Feb. 14, 1950
Whitehorse to Carmacks, Y.T.	Creek Monument.....			
	Construction of a gravelled road.....	Fred Mannix & Co. Ltd., Calgary, Alta.	2,400,000 00	Dec. 30, 1949
Department of Transport				
Sydney, N.S.	Construction of Localizer Building.....	J. W. Stephens Ltd., Sydney, N.S.	5,850 00	Feb. 9, 1950
Kenora, Ont.	Erection of a staff dwelling.....	O. P. Hacquell and V. F. Hacquell, Fort William, Ont.	14,658 72	Sept. 12, 1949
Malton, Ont.	Construction of instrument landing facilities.....	McKay-Cocker Construction Ltd., London, Ont.	9,611 50	Feb. 21, 1950
Teslin, Y.T.	Erection of five prefabricated dwellings.....	Yukon Construction Co., Edmonton, Alta.	60,000 00	Jan. 23, 1950
Watson Lake, Y.T.	Conversion of Building No. 31 into living quarters.....	Poole Construction Co. Ltd., Edmonton, Alta.	50,000 00	Jan. 12, 1950

*The labour conditions of these contracts contain the General Fair Wages Clauses providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Labour Legislation in British Columbia in 1950

No new labour laws were enacted by the British Columbia Legislature in 1950. Laws amended related to annual holidays with pay, boilers and pressure vessels, shops, and hospital insurance.

The British Columbia Legislature, which opened on February 14 and prorogued on March 30, amended the Annual Holidays Act to provide that a worker's holiday pay will now be two per cent of his earnings, as in Ontario, rather than regular pay, as before. The Boiler Inspection Act, now the Boiler and Pressure Vessel Act, was revised to cover hot water boilers as well as steam boilers and pressure vessels. Extensive amendments were made to the Hospital Insurance Act following a survey conducted by an outside authority at the request of the Government. The Shops Regulation and Weekly Holiday Act was also amended.

Holidays with Pay

Changes have been made in the method of computing the holiday pay or pay in lieu of holidays under the Annual Holidays Act.

The Act provides that every employee covered by the Act is entitled to an annual holiday of one week with pay for every working year of his employment. This holiday is exclusive of statutory holidays and must be given within 10 months after the employee becomes entitled to it.

Under the former provisions, each employee was entitled to his regular pay for a week's work depending on whether he was paid on an hourly, weekly, semi-monthly or monthly basis. The amendment provides that an employee's holiday pay must now be computed on the basis of two per cent of the total wages or salary earned for the period of his employment in the working year. The definition of "working year" has been changed to mean one calendar year's continuous service, comprising not less than 225 days of actual work, instead of 250 days, as formerly. This is the second reduction in the qualifying period. The Act as passed in 1946 stipulated that the holiday should be given after not less than 280 days' work in a year. Holiday pay must be paid at least one day before the beginning of the annual holiday.

An employee who terminates his employment before or after he has earned an

annual holiday and, in the latter case, has not been given an annual holiday is entitled to an amount equal to two per cent of the total wages and salary earned during the period he has worked. An employee who has worked throughout the whole calendar year for the same employer but whose time was broken to the extent that he did not work 225 days in all and whose employment is not terminated is also entitled to an amount equal to two per cent of his total wages earned during the calendar year. He must be paid such amount within 30 days after the end of the calendar year.

Another change had to do with the application of the Act. Previously, the only exceptions to the general coverage of the Act were employers and employees in farming and horticulture and domestic service in private residences. A new section now excludes, as in Ontario, persons and students in the professions who are subject to special statutes under which they are licensed.

"Employee" has been redefined to exclude from the definition a person who is employed for a period of less than a week, and to stipulate that it covers an employee whose work is measured by time, piece or otherwise. A new section provides that a correct record must be kept by employers of the amount of holiday pay paid to each of their employees.

Boilers and Pressure Vessels

An amendment to the Boiler Inspection Act has changed its title to the Boiler and Pressure Vessel Act. The Act has been widened to include the inspection and registration of hot water boilers as well as of steam boilers and pressure vessels, as before. Changes have also been made in the classifications of engineers and the sections setting out the qualifications of each category have been amended accordingly.

The provisions regarding inspections, inspections during construction, certificates of inspections, registrations, fees, accidents and investigations and penalties that apply to steam boilers or plants and pressure

vessels are now applicable also to hot water boilers or plants. "Hot water boiler" is defined as a boiler in which hot water is produced under pressure and includes all pipes and connections attached to it. "Plant" is defined to mean hot-water boiler plant as well as steam plant.

The exemptions from the Act are substantially the same as previously except that the Act does not apply to any hot water boiler with a capacity of 100 square feet of heating surface or less, unless installed in a school, hospital, church, theatre, hall, auditorium or other building where the public assembles. Exempted also are heating plants in rooming houses and apartment houses which have three or less self-contained suites. Formerly, heating plants in all rooming houses and apartment houses were covered by the Act.

With respect to the inspection of steam boilers, hot water boilers and pressure vessels, it is provided that any person who installs a steam boiler and hot water boiler must notify the Chief Inspector before the plant is put into operation.

After a boiler has been inspected and approved, the Chief Inspector now may issue a certificate of inspection if all taxes or yearly fees have been paid. Formerly, registration fees were required to be paid in addition to the taxes and yearly fees. This \$1 fee has been omitted in the revision.

The schedule of fees for inspection of steam boilers and pressure vessels during construction and fees for subsequent inspections and the yearly fees have been dropped from the Act and are now provided for by regulation (see p. 1063 of this issue).

Changes were made with respect to classifications of engineers. The group formerly classified as "engineers with special certificates" has been divided into three specific classes: logging-donkey engineers; boiler operators Class A; and boiler operators Class B. A logging-donkey engineer is qualified to take charge of any steam boiler used in the operation of a logging camp. A boiler operator Class A is qualified to take charge of a low pressure heating plant of not over 200 horse power and a high pressure boiler used only for heating purposes of not over 50 horse power. A boiler operator Class B is qualified to take charge of either a low-pressure heating boiler not exceeding 100 horse power or a high-pressure boiler not exceeding 50 horse power, as indicated in his certificate. A person who now holds a special engineer's certificate will be deemed to be the holder of a boiler operator Class B certificate.

The qualifications for a first, second and third class engineer and for engineers with temporary certificates remain the same. By an amendment, however, a fourth class engineer is now qualified to take charge of a low-pressure heating plant up to 200 horse power, instead of up to 150 horse power, as formerly.

A new provision stipulates that if a candidate for an engineering certificate fails both his first and second examination, he may appeal to the Chief Inspector, who will have him re-examined, upon payment of the prescribed fees. The fees for examination of engineers have been left the same as before with the addition of a fee of \$4 for boiler operators Class A and B. The fee for the issuance of a duplicate certificate has been raised from \$2.50 to \$5. Before the Minister may issue a duplicate certificate, the engineer must prove to the satisfaction of the Minister of Public Works that he has, without fault on his part, lost his certificate or that it has been destroyed.

As assistant Chief Inspector is now provided for by the Act in addition to the Chief Inspector, and other inspectors, clerks and employees. The restriction that no person shall be appointed an inspector of steam boilers unless he is a Canadian citizen and has had two years' residence in British Columbia is no longer in effect. Since the provision is now omitted from the Act, the Civil Service Act applies. The latter Act provides that only persons who are British subjects are eligible for appointment to any position.

Shops

Several amendments were made in the Shops Regulation and Weekly Holiday Act. To eliminate a practice which has been considered unfair, shopkeepers are now prohibited from advertising that they will, during the time when they are required under the Act to have their shops closed, accept orders for delivery of goods on the next day.

Two minor amendments were made in the Act to meet certain administrative difficulties. The provisions as to the closing of shops and the observance of a weekly holiday will not now apply to any of the seven days preceding Christmas Day in any year and, as before, to any week during which two or more public holidays occur. Christmas Day and the day immediately following Christmas Day are included in days designated as public holidays. The amendment will remove the difficulties which were encountered during

the 1949 Christmas season when shops were required to stay closed for three days in the week.

In respect to the early closing of automobile garages, automobile service or repair shops and gasoline service stations, which may be required by by-law, the Municipal Council may now provide by by-law for the granting of permits to certain of such places under the terms and conditions it may determine, allowing them to remain open for the accommodation of the public after the appointed hour for closing. An official of the municipality may be chosen by the Council to determine those garages, service or repair shops or service stations which may be granted permits, and the terms and conditions of such permits, including the hours during which they may remain open. Any person who has been granted a permit subject to conditions which he considers too onerous and a person who has been refused a permit may appeal to the Council against the decision of the official to whom such power has been delegated. The former provisions required that three-fourths of the occupiers of garages, service or repair shops or gasoline service stations in the area nominate in writing those garages, shops and service stations which should be permitted to remain open.

Hospital Insurance

Amendments were made to the Hospital Insurance Act which provides a system of compulsory hospital insurance for residents of British Columbia with certain exceptions (L.G., 1948, p. 1436). The principal amendments raise the maximum premium which may be charged an individual or a family, provide for a system of partial premiums for persons who become eligible for payment of the tax during the tax year, set out more specific provisions to enable the Hospital Insurance Commissioner to bring into effect a system of compulsory payroll deduction, and list new exemptions from the hospitalization tax and benefits. A new section provides that subject to the approval of the Government, the right of a beneficiary to receive benefits may be made subject to payment of part of the costs of hospital services.

As before, the Act provides that the amount of the premium is to be fixed by regulation but stipulates that it may not in any case be more than \$36 a year. The previous maximum was \$33. In the Bill as introduced, no maximum was fixed. The actual rates are at present \$21 a year for a single person and \$33 for a head of a family (L.G., 1950, p. 1065).

A person who has recently come to British Columbia will now be deemed a resident of the Province on the first day of the third month after his arrival, instead of after six months, as before. To be liable to pay the tax, however, a person must have a fixed residence to which he has the intention of returning whenever he is absent, and he must have come to the Province with the intention of making his home there and not for temporary purposes only. If a person leaves the Province and does not return within the time prescribed by the Lieutenant-Governor in Council, he will lose his residence for the purposes of the Act whether or not he intends to return in the future.

If a person becomes a resident of the Province during the tax year he will be required to pay a partial premium for the remainder of that year from the first day of the third month after his arrival in the Province. He will thereafter be required to pay the full premium. Every resident of the Province must make application for registration for the purposes of the Act.

Several new classes may claim and be granted exemption from payment of the premium under the Act. These include persons for whom the Government of Canada provides hospital benefits, those entitled to hospital benefits under the Canada Shipping Act, certain officials employed by the Government of Canada or of any other country who are provided with hospital care by their own Governments, and persons coming to British Columbia from Saskatchewan with prepaid coverage under the Saskatchewan Hospitalization Act. As before, the Act exempts Christian Scientists, persons covered by private hospitalization plans and persons living in areas where provision of general hospital services is not practical. Patients or inmates of provincial institutions or gaols are not entitled to benefits provided under the Act. The Commissioner may bring exempted persons under the Act if he is satisfied that the grounds for exemption no longer exist or if the person himself desires to pay the tax.

The Hospital Insurance Commissioner may, when he deems it necessary and advisable, require and authorize any or all employers to deduct the hospitalization premium in advance from the salary or wages of each employee. To obtain complete registration of all employers the Commissioner may require them to file an application for registration on a prescribed form. The regulations provide that where

an employer is required to deduct premiums from the wages of his employees, he must deduct each month a premium of \$1.75 from a single person and \$2.75 from a worker who is the head of a family.

In addition to other penalties provided by the Act and regulations, a fine amounting to 10 per cent of an overdue premium may now be levied on a person who fails to pay the premium on or before the date on which it falls due. This provision will become effective on proclamation of the Lieutenant-Governor in Council. A fine of from \$5 to \$25 may also be imposed in such a case and the regulations provide that hospital insurance benefits may be withheld for one month after the overdue premium is paid. New clauses have been added to the Act to clarify the procedure for the recovery of overdue premiums by Court proceedings.

An employer who fails to comply with the written demand of the Commissioner that he pay the premium owing by his employee and deduct the amount from wages is liable, on summary conviction, to pay the amount due from the employee together with costs and a penalty of not less than \$10 nor more than \$50.

Provision is made for new sources of revenue for the Hospitalization Fund. A beneficiary of the plan may now be required, with the approval of the Lieutenant-Governor in Council, to pay part of the cost of any treatment or services given to him in a hospital. Formerly, the entire cost of general hospital services was paid from the Hospital Insurance Fund.

It is now provided that the Hospital Insurance Fund will not be liable for payment of the cost of providing any hospital services or treatment rendered to a person who is given hospital services under the Workmen's Compensation Act. Previously, it was stipulated in the regulations that the Workmen's Compensation Board should pay \$8.50 per day to the Commissioner for in-patient hospital care rendered to an injured workman.

The Hospital Insurance Commissioner must have accounts kept of the moneys received and expended under the Act. This amendment was necessary in order that the Hospital Buildings Fund, to which is to be transferred money collected from the amusement tax, may be kept separate from the Hospital Insurance Fund. It is learned from a press report that, when the cost of the hospital insurance scheme exceeded the estimated figure last year, money from the Buildings Fund was used to pay the accounts.

Municipal Employees' Pensions

The Municipal Superannuation Act which provides superannuation allowances to certain municipal employees has been amended. Under the Act, the employee might choose his allowance on one of the several plans set out in the Act but a retired employee was not permitted to change the plan of allowance once it had been granted. Under the amendment, a retired employee may now request the Commissioner of Municipal Superannuation to change his plan of allowance to include either of two temporary annuity plans, provided that he has retired after his minimum retirement age before September 1, 1947, and is not yet 63 and that the Commissioner receives the employees' request on or before April 30, 1950.

Housing

In order to make provision for adequate low-cost housing in British Columbia, a Housing Act was passed. The law takes advantage of the 1949 amendment to the National Housing Act (Canada) which provides that under agreements made between the Government of Canada and any of the provinces, the Federal Government will pay 75 per cent and the Province will pay 25 per cent of the cost of housing projects. The new British Columbia Act empowers the Lieutenant-Governor in Council or any Minister to enter into agreements with the Government of Canada or any of its agencies including the Central Mortgage and Housing Corporation or any municipality for the joint undertaking of housing projects. Further, the Lieutenant-Governor in Council may constitute corporations with powers and duties necessary to carry out any housing project. Subject to the regulations made under the Act, a Municipal Council or Board of Commissioners of a municipality may also enter into agreement with the Federal Government or any of its agencies and the Provincial Government.

Miscellaneous

A new Act entitled the Pension Fund Societies Act authorizes the incorporation of pension fund societies to establish and administer pension funds for the payment of pensions to employees. The pensions may be paid to officers and employees of a company who are incapacitated by age or infirmity and, upon their death, annuities or gratuities may be paid to their widows, minor children or relatives. The pension

funds may be established on a voluntary contributory basis or on any basis which the by-laws of the society may prescribe.

To establish a pension fund society, officers of a company must sign a declaration containing specified information and file the declaration with the Registrar of Companies and pay the required fees. The Registrar must issue a certificate of incorporation and publish official notice of such incorporation.

The parent company may contribute annually or otherwise to the funds of the said society, by a vote of either its directors or its shareholders. The officers and employees of a subsidiary company of the parent company may be admitted to membership in the society at the request of the parent company and may contribute to the funds of the society.

Amendments were made to the Motor Vehicles Act. The section relating to the classification of chauffeurs' licences was amended to enable the Superintendent of Motor Vehicles to require the holder of a chauffeur's licence to be examined as to his fitness and ability to drive and operate a motor vehicle as a chauffeur. If he fails to appear for an examination or to satisfy

the Superintendent as to his fitness as a chauffeur or fails to pay the prescribed examination fee, the Superintendent may suspend or cancel the chauffeur's licence held by that person. The purpose of this change is to enable the Superintendent to prevent an incompetent man from acting as a chauffeur where passengers are concerned but at the same time permit him to carry on his business under a lower-class chauffeur's licence.

No persons under 21 years of age may drive a motor-vehicle carrying passengers for hire. Formerly, this was allowed if the person was the holder of a permit granted by the Superintendent.

An Act entitled the Indian Inquiry Act was passed providing for the appointment of a Provincial Advisory Committee on Indian Affairs of which the secretary is to be an officer of the Department of Labour. The Committee is empowered to collect information relating to Indians resident in British Columbia and to study, investigate and inquire into questions relating to civil rights of Indians and other matters which may be designated by the Lieutenant-Governor in Council.

Recent Regulations Under Dominion and Provincial Legislation

Exemptions have been made under the Hours of Work section of the Alberta Labour Act for workers on the Interprovincial Pipe Line and for certain elevator repair crews. An Order covering coal miners requires time and one-half to be paid to workers above ground who work more than eight hours a day and 48 a week. ¶In British Columbia, accident prevention regulations for grain elevators have been issued to minimize the danger from dust and fire. The regulations under the Hospital Insurance Act have been revised as a result of recent amendments to the Act, to provide for a higher hospitalization tax and for compulsory deduction of premiums by employers from their employees' wages. ¶In Manitoba, the 1950 Fair Wage Schedule for the construction industry fixes higher rates in the majority of the trades listed. ¶New mining regulations have been issued in Quebec requiring medical certificates for workers in dust exposure occupations.

DOMINION

Prevailing Rate Employees

By an amendment to the Prevailing Rate Employees General Regulations made by an Order in Council (P.C. 2299) on May 5, gazetted May 24, employees who are absent on jury duty continuously over seven working days will not lose their vacation

leave credit during the month or months in which the whole or any part of the period of absence occurs.

PROVINCIAL

Alberta Labour Act

Three new Orders of the Board of Industrial Relations approved by Order in Council 441-50, gazetted May 15, exempt

certain grain elevator repair crews from the 8- and 48-hour limits of the Act from April 1 to October 31 annually, fix an 8-hour day and 48-hour week for workers who work above ground on or about a coal mine and permit employees on the Interprovincial Pipe Line to work a 10-hour day and 60-hour week with time and one-half after eight and 48 hours.

Elevator Repair Crews

By Hours of Work Order 14, grain elevator repair crews have been exempted from the 8-hour-day and 48-hour-week limits of the Act from April 1 to October 31 of each year. For the last few years an order has been issued each spring exempting these workers from Part I, the Hours of Work section, of the Act for this season of the year. The exemption covers, as before, employees of the United Grain Growers Limited, Alberta Wheat Pool and North-West Line Elevators' Association who are working on the overhaul and repair of engines, scales and elevating and cleaning machinery, repairs to driveways and buildings, splicing of rope and painting.

Coal Mines

Order 17 limits hours of workers who work above ground on or about coal mines to eight in a day and 48 in a six-day week. Time and one-half must be paid for work done in excess of these limits.

The Coal Mines Regulation Act limits the hours of workers who work underground in a coal mine to eight in any period of 24 consecutive hours.

Pipe Line Construction

All employees engaged on the crude oil pipe line project, from Edmonton to Regina, called the Interprovincial Pipe Line, may, by Order 18, work up to 10 hours a day and 60 in a week of six working days. Time and one-half, however, must be paid for hours worked in excess of eight and 48.

Rescinded Orders

By the same Order in Council, four Orders issued under the former Hours of Work Act are now rescinded.

These included regulations, approved by Order in Council 748-37, governing the industry of drilling or operation of gas and oil wells in a specified district, and restricting the hours of male employees to eight in a day and 48 in a week (L.G., 1937, p. 974).

Order 16 (O.C. 566-41) fixed a maximum 44-hour week for women and a 48-hour

week for men employed in office work in financial institutions, with certain exceptions to cover pressure of extra work (L.G., 1941, p. 555).

Also rescinded are the Wartime Regulations governing the rolling mill industry (O.C. 1776-41) which permitted workers employed on a tonnage basis to work an 11-hour day instead of the 9-hour day which was then fixed by the Hours of Work Act (L.G., 1942, p. 307).

The fourth Order, No. 30 (O.C. 1563-43) exempted from the Hours of Work Act cooks, cookees and waiters employed by Abasand Oils Limited, provided they were paid a specified minimum wage (L.G., 1943, p. 1566).

British Columbia Boiler Inspection Act

A revised schedule of construction, inspection and annual fees has been issued under the Boiler Inspection Act by an Order in Council (No. 736) approved on April 18, and gazetted April 20. The fees, which were formerly set out in the Act, have been raised in most cases. Fees are now set for the inspection of hot water boilers as a result of an amendment to the Act at the 1950 session of the Legislature which extended the coverage to hot water boilers as well as steam boilers and pressure vessels.

Fees for the inspections of steam boilers, hot water boilers and pressure vessels during their construction must be paid by the manufacturer to the Chief Inspector on the completion of the inspection, and the fees for subsequent inspections of pressure vessels are payable by the owner. Construction fees for boilers are computed at the rate of 15 cents per horse-power with a minimum inspection fee of \$5. For pressure vessels fees vary with the diameter of the vessel. The owner of every registered steam and hot water boiler must also pay a yearly fee as a tax for Provincial purposes. The yearly fee varies with the capacity of the boiler.

Provision is now made for inspections on Sundays and on statutory holidays on written request of the owner and with approval of the Chief Inspector. Fees are set for the first time for the inspection of second-hand boilers and pressure vessels, for stamping of boiler plates, for the inspection of hot water tanks in the manufacturer's stock, for certified copies of documents and for surveying designs of boilers and pressure equipment for approval and registration.

British Columbia Electrical Energy Inspection Act

Effective from June 1, regulations have been issued under the above Act governing electrical permits and inspection fees by an Order in Council (No. 15) approved on January 7, gazetted May 18.

No person in the district described below may construct, install or alter any electrical work in any premises until he has obtained a written permit from the Inspector of Electrical Energy, on penalty of a fine of not more than \$50. This regulation applies to an area in southern British Columbia bounded roughly by the international boundary on the south, by the Kootenay River and Lake on the east, by the fifty-third parallel on the north and by the Pacific Ocean on the west.

Application for a permit for electrical work must be made by the person carrying out the work and must be signed by him. It must be accompanied by payment of the required inspection fees, which are set out in the regulations, and must give the address of the premises concerned, full details of ownership and occupation and the purpose for which the premises are used, and must list particulars regarding the size and voltage of service, number of outlets and other details. The Inspector may order changes to make the work conform with the regulations.

In all areas in which the certification of electrical contractors is in effect, a permit will only be issued to a person who holds a certificate of competency, or annual permit in good standing as described below. However, the regulations do not prohibit a person from obtaining a permit to carry out, personally, electrical work on his own premises.

Electrical installations must be commenced within 90 days after a permit has been issued, after which time the permit will be void unless an extension in writing is granted by the Inspector.

When the electrical work covered by the permit is completed, the holder must notify the Inspector in writing on the prescribed form. As soon as practicable the Inspector must inspect the work and issue a certificate of approval or order any necessary changes. Electrical work must not be connected to a source of electrical energy until the final certificate of approval has been issued.

The inspection fee will entitle the permit-holder to one inspection and one re-inspection. The Inspector may order the immediate suspension of any electrical work by posting a notice on the premises or by issuing written instructions to the permit-holder. At his discretion, the Inspector

may refuse to issue a permit for electrical work for any premises where the existing electrical work is not in accordance with the regulations.

An annual permit may be issued by the Inspector to the operator of an industrial or commercial establishment where a full-time electrician is employed and where the nature of the business necessitates alterations or additions to the plant on short notice. If the operator holds an annual permit for the current calendar year, these alterations may be carried out by the operator's own electrician without the formality of taking out a permit for each one. The annual permit, however, will not entitle the holder to proceed with any major addition to the plant, for which the operator must obtain a 90-day permit, as described above.

Each establishment for which an annual permit is granted must be inspected every six months. The operator must maintain an accurate record of all alterations and additions which have been carried out in the establishment since the last inspection, and this record must be made available to the Inspector on request.

Temporary current permits may be issued at the discretion of the Inspector to enable the supply authority to connect up to temporary work or uncompleted permanent installations. These permits will be valid for 90 days but may be renewed at the discretion of the Inspector. When a current permit is obtained, the holder must also take out a regular permit and pay the required inspection fees. The Inspector may refuse to authorize the supply authority to connect up to their lines if in his opinion the supplying of current would create a hazard to life or property.

The Inspector may, at his discretion, call for plans and specifications of electrical work in any premises, but the owner or accredited agent of a theatre, hall, factory, hotel and apartment building and of any other place where public safety is affected must submit specifications which must be accepted before a permit is issued.

Special regulations are set out for public utilities which are defined to include any person carrying on the business of generation, distribution or supply of electrical energy for consumption by or sale to any other person but it does not apply to telegraph, telephone or similar services. The annual inspection fee for each public utility provides for periodic inspection of all generating, distribution and associated equipment. The fee is based on the installed capacity of the generators which supply energy to the system, with a

minimum fee of \$5. The method of calculating the fee is also set out for a municipal body which purchases electrical energy in bulk from another public utility and distributes to consumers, and for a person who generates electrical energy primarily for consumption by his own business, but who also distributes a portion of such energy for consumption by his employees or the public.

British Columbia Hospital Insurance Act

The regulations under the British Columbia Hospital Insurance Act, 1948 (L.G., 1949, p. 1436), have been rescinded and replaced by an Order in Council gazetted May 11, chiefly as a result of 1950 amendments to the Act (L.G., 1950, p. 1060). The principal changes include a higher hospital insurance premium, a system of pro-rated payments for persons who become eligible for payment of the premium during the tax year and more detailed provisions regarding registration and payroll deduction by employers for the payment of premiums owing by their employees.

Under the new regulations the annual premium to be paid by a single person has been raised from \$15 to \$21. The annual premium for the head of a family is now \$33, instead of \$24 for a person with one dependent and \$30 for a person with more than one dependent. As before, premiums must be paid in advance either in full or on the instalment plan. If a person does not make the required payment until after it falls due, he will not become a beneficiary until one month from the date of payment, unless the Commissioner orders otherwise.

The 1950 amendments to the Act set out more specific provisions to enable the Hospital Insurance Commissioner to bring into effect a system of compulsory payroll deduction by employers for the payment of premiums by their employees. The regulations now provide that where the employer is required to deduct premiums from the wages of his employees he must deduct each month a premium of \$1.75 from each single person and \$2.75 from each worker who is the head of a family. Within one month of the date on which a person becomes an employee or upon receipt of a notice from the Commissioner or other officer of the Hospital Insurance Service, the employer must make the necessary deductions from the wages of the employee to pay any premium payments that are in arrears and to prepay the premium for a six months period. All such deductions

made by an employer must be remitted to the Commissioner within the time which he prescribes.

Within one month after receiving a written demand from the Hospital Insurance Commissioner (instead of within 15 days as before), an employer is required to furnish the Commissioner with a list of the names and addresses of his employees and their dependents, together with any additional information as may be requested. When a worker from whose wages the payroll deductions have been made leaves his employment he will continue to be a beneficiary under the Act for the number of months for which he has prepaid his premiums.

The Act, as amended, requires a person to pay a partial premium for the remainder of the current year after he becomes a resident of the Province. He is considered a resident for the purposes of the Act on the first day of the third month during which he has resided in the Province. The regulations require such a person to make the pro-rated payment not later than the day on which he becomes a resident of the Province.

Persons who were formerly exempt from payment because they were members of the Christian Science Church or because they resided in an area where provision of general hospital services is not practical and who renounce their exemption in order to qualify as a beneficiary must pay a pro-rated premium from the first day of the month following the date on which their exempted status ended. These persons will become beneficiaries one month after the date on which payment of the required premium is made.

Persons who are otherwise provided with hospital benefits are exempted from the hospitalization tax and benefits under the Act. Such persons must, when they cease to be entitled to exemption, pay a pro-rated premium covering the remainder of the hospital insurance year. These include persons for whom the Government of Canada provides hospital benefits; those covered by private hospitalization plans; persons entitled to hospital benefits under the Canada Shipping Act; persons employed by the Government of Canada or any other country who are provided with free hospital care by their Governments; inmates or patients of provincial institutions and gaols; and persons coming to British Columbia from Saskatchewan with prepaid coverage under the Saskatchewan Hospitalization Act.

When a person not liable to pay the tax because he was a dependent ceases to

be a dependent, he must pay that portion of the annual premium that is applicable to the next ensuing hospital insurance period not later than the last day of the fifth month of the current hospital insurance period or the date on which he ceases to be a dependent, whichever is later.

More detailed provisions are laid down with regard to registration. Every single person must make application for registration for himself and every person who is the head of a family must apply for registration for himself and his dependents on the form prescribed by the Commissioner. Persons who take up residence in the Province must apply for registration not later than the day on which they become residents of the Province under the Act.

A person who leaves the Province may, with the approval of the Commissioner and on payment of the required premium, continue to be a beneficiary for one year from the end of the hospital insurance period in which he left the Province. After a person leaves the Province he ceases to be a resident on the day after his premium payments expire.

Provision is now made for payment for hospital services rendered by hospitals outside British Columbia. Payments will be calculated on the basis of the public-ward rate charged by the hospital but must not exceed \$6.50 a day for a period of not more than 30 days unless the Minister authorizes a longer period.

The list of general hospital services which are provided for a beneficiary is unchanged. The regulations include an amended list of hospitals which are required to furnish the services provided under the Act. The regulations list four exempted areas in which provision of general hospital services is not practical. The form of the Hospital Insurance Card is also set out in the regulations.

British Columbia Hours of Work Act

Workers employed on the construction of the Peace River Highway are permitted to work nine hours a day and 54 a week from April 27, 1950 until December 31. This exemption from the 8- and 44-hour limits of the Hours of Work Act was made by an Order of the Board of Industrial Relations (No. 32F) on April 20, gazetted April 27.

British Columbia Male and Female Minimum Wage Acts

* Effective from May 18, motion-picture projectionists have been declared to be out-

side the scope of Order 67 which fixes a minimum of \$18 a week for persons employed in or about public places of amusement who work 40 or more hours a week. This amendment was made by Order 67A on May 11 and gazetted on May 18.

British Columbia Workmen's Compensation Act

Accident Prevention Regulations for Grain Elevators

New accident prevention regulations, issued after a public hearing at Vancouver by an Order of the Workmen's Compensation Board on April 25, gazetted April 27, are chiefly concerned with the elimination of the dust hazard and the danger of fire in grain elevators. The regulations set out minimum safety standards for ventilation, machinery, dust control systems, electrical equipment, and boiler rooms, require the provision of lockers and eating rooms for employees and lay down various fire-prevention measures including the prohibition of smoking in an elevator, and the storage of combustible materials except under specified conditions. The Workmen's Compensation Board may examine and pass on plans submitted by operators for any necessary alterations, installations or additions undertaken as a direct result of the regulations.

Ventilation by mechanical means must be used in workhouse buildings and operating rooms which do not have window ventilating area in the ratio of at least one square foot for every 160 cubic feet of room volume, not including any enclosed spaces in the room. Basement rooms, except those in workhouses, must be adequately ventilated by windows, ventilating pipes or by mechanical means, and during working periods sufficient windows and exterior doors must be open. If ventilation is not adequately provided by either windows or mechanical means, the roofs of track-sheds, tunnels and cupolas must be provided with ventilators which, along with windows, will provide frequent change of air.

The regulations lay down detailed rules with respect to equipment in grain elevators including grain-cleaning or processing machinery, magnetic or pneumatic separators and grain-driers. In general, the equipment must be dust-tight and constructed of fire-resistant materials. Cleaning and similar machines and distributing-spouts which liberate an appreciable amount of dust must be provided with adequate positive air-aspiration, unless good

ventilation is provided. Special provisions are set out for the control of dust in car loading and unloading operations.

Dust on floors, machinery and other surfaces must be removed as frequently as is necessary by means of suitable push brooms or by vacuum sweeping equipment, and spills and chokes must be cleaned up promptly. As many sweepers must be employed as are necessary to keep the building clean.

The regulations require the entire dust control system to be designed and installed in accordance with recognized engineering practice to prevent dust from entering the atmosphere and to avoid the picking up of solid grain. The dust and air in the system must be discharged to dust-collectors and from them, by suction, to an outside bin, a boiler room or to a refuse-screening bin. There must be no direct open connection between dust-collectors and boiler rooms or incinerators.

All electrical wiring, installations, appliances and equipment installed in future must conform to the requirements of the Electrical Energy Inspection Act. Where tests indicate the presence of static electricity accumulations, the electricity must be removed by permanent ground wires or other effective means. Static grounds must not be made to electric conduit systems, gas or steam pipes, dry-pipe sprinkler or steam-pipe systems or lightning rods, and the grounding circuit must have a resistance of at least 25 ohms.

The regulations require every boiler-room to be fully enclosed with suitable non-combustible materials. Boiler rooms in elevators erected after the regulations come into force must not have openings between them and any working-floor, except openings required for the transmission of power, electricity, heat and water. Such boiler rooms will also be required to have a self-closing fire-door on every doorway opening into a working-floor of the elevator. Radiators, steam-pipes and electric heating appliances must be kept free from combustible material. Steam-locomotives are prohibited from entering elevators or track sheds with receiving hoppers.

Smoking is prohibited except in a designated fire-proof room which is equipped with electric lighting devices, and which has no direct inter-communication with any working-floor. Signs prohibiting smoking must be placed in conspicuous places throughout the building. Persons in a grain elevator may not carry matches or cigarette lighters. On entering the building, employees must deposit their matches and cigarette butts in two clearly marked covered and fire-proof receptacles at the

entrance. Open flames or welding operations are prohibited unless all machinery is shut down and the atmosphere and all adjacent surfaces freed of combustible dust. On each floor which contains machinery, metal waste-cans with self-closing covers must be provided for oily waste and must be emptied daily.

The employees must be provided with an eating room located in a separate building or separated from the working areas by a dust-tight partition and provided with exits leading directly outdoors. Workmen's clothing must be kept in metal lockers in a separate building or in a fire-resistant room which is reasonably free from dust.

The regulations prohibit the storage of equipment or material of a combustible nature in the main elevator except in a space protected by fire-walls and fire-doors. Storage of lubricating oil and grease inside the elevator is limited to six barrels which must be kept in an oil-room constructed of non-combustible materials but the main storage of oil and grease must be outside the building.

Manitoba Fair Wage Act

The annual schedule of minimum rates of wages and maximum hours of work prescribed by the Fair Wage Board for certain public and private construction works in Manitoba (Reg. 14/50) was gazetted on April 29, and will be in effect from May 1, 1950 to April 30, 1951. The schedule is drawn up on the basis of collective agreements or in accordance with prevailing conditions within the industry. It sets differing rates for three zones, Zone "A" rates apply to private work in the Greater Winnipeg Water District and to public work in Winnipeg and a 30-mile radius; Zone "B" rates apply to private work in cities and towns with a population of over 2,000; and Zone "C" rates apply to private work within the City of Brandon.

"Public Work" includes public work authorized by the Minister of Public Works for the execution of which a contract has been entered between the Minister of Public Works and an employer.

"Private Work", as defined in the Act, applies to the building, construction, remodelling, demolition or the repairing of any building or construction work in the Greater Winnipeg Water District, or of any such work irrespective of the number of contracts made, in any city or town with a population exceeding 2,000, or in any other part of the Province to which the Act may be extended by the Lieutenant-Governor

in Council, provided that the total cost of such work exceeds \$100. Maintenance work done by a regular maintenance staff on any property under the immediate control of the owner, tenant or occupant is not included where the work is not undertaken with the intention of selling or renting the property.

The minimum hourly rates in Part I of the schedule have been raised by from 5 to 10 cents in approximately half of the trades listed in the schedule. For the remaining trades the rates are unchanged. With one exception, a 48-hour rather than a 44-hour week for shinglers in Zone B, the maximum weekly hours remain the same as those fixed for last year.

As noted above, provision is made in this year's schedule for a new zone (Zone C) covering "private work" in the city of Brandon. The rates set for this zone are in most cases 5 or 10 cents higher than those set for Zone B, but the weekly maximum hours are the same in all cases as those fixed for Zone B.

The minimum rates for all classes of workers on public road and bridge works in those parts of the Province outside the Greater Winnipeg Water District (Part II of the schedule) were raised 5 cents and hour, and it is to be noted that the

maximum hours to be worked are 108 for each two-week period. In the 1949-50 schedule, the maximum weekly hours prescribed were 48.

With respect to overtime, it is provided that time worked in excess of the standard weekly hours listed in the schedule must be paid for at not less than time and one-half the minimum scheduled rate and work on Sundays paid for at double time.

Attention is called to the fact that vacation pay stamps must be affixed by employers, to the extent of 2 per cent of the total wages earned in each pay period, where construction work is performed in Greater Winnipeg.

A new provision stipulates that a new employee may agree with his employer to prove his ability to operate a concrete paver, scraper and bulldozer, or a drag-line, shovel and crane by a short trial period at a probationary rate. The employer, not later than the day on which the employee starts work, must send to the Department of Labour, by registered mail, a letter signed by both the employer and the employee certifying that for a probationary period of not more than 30 days, a rate of 15 cents below the scheduled rate has been agreed upon.

The schedule follows:—

FAIR WAGE SCHEDULE

- Zone "A" Rates Apply: (1) To "private work", as defined in the Act, in the Greater Winnipeg Water District.
(2) To "public work", as defined in the Act, in Winnipeg and a radius of 30 miles.
- Zone "B" Rates Apply: To "private work", as defined in the act, wherever the population exceeds 2,000 except where Zone "A" or Zone "C" rates apply.
- Zone "C" Rates Apply: To "private work", as defined in the Act, within the City of Brandon.

SCHEDULE "A"—PART I

The following schedule shall apply from and after May 1, A.D. 1950, on "Private Work" and on "Public Works", as described above:

	Zone "A"		Zone "B"		Zone "C"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Min'm. per hour	Max'm. per week	Min'm. per hour	Max'm. per week	Min'm. per hour	Max'm. per week
1. Asbestos Workers—						
(a) Journeyman.....	\$1.35	40	\$1.35	48	\$1.35	48
(b) 1st Class Improvers.....	1.10	40	1.10	48	1.10	48
(c) 2nd Class Improvers.....	.95	40	.95	48	.95	48
2. Bricklayers.....	1.65	40	1.50	44	1.55	44
3. Bridge and Structural Steel and Iron Workers.....	1.37½	44	1.37½	44	1.37½	44
4. Carpenters and Millwrights.....	1.45	40	1.30	44	1.35	44
5. Cement Finishers (in warehouse or large floor area jobs).....	.95	48	.90	48	.95	48
6. Electrical Workers (inside wiremen, licensed journeymen).....	1.40	40	1.25	48	1.30	48
7. Elevator Constructors (passenger and freight).....	1.51	40	1.51	44	1.51	44
8. Building Labourers—						
(a) Assisting mechanics in the setting of cut stone, terra cotta, tile and marble, bending reinforcing materials, mixing mortar.....	.95	48	.90	48	.95	48
(b) General Building Labourers.....	.80	48	.75	48	.80	48

SCHEDULE "A"—PART I—*Conc.*

	Zone "A"		Zone "B"		Zone "C"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Min'm. per hour	Max'm. per week	Min'm. per hour	Max'm. per week	Min'm. per hour	Max'm. per week
9. Lathers—						
(a) Metal.....	1.35	44	1.25	48	1.30	48
(b) Other than Metal.....	1.00	44	1.00	48	1.00	48
10. Linoleum Floor Layers.....	.75	48	.70	48	.75	48
11. Marble Setters.....	1.50	40	1.35	44	1.40	44
12. Mastic Floor Kettlemen.....	.80	48	.80	48	.80	44
13. Mastic Floor Rubbers and Finishers.....	.85	48	.85	48	.85	48
14. Mastic Floor Spreaders and Layers.....	1.05	48	1.05	48	1.05	48
15. Operating Engineers and Firemen on Construction						
Class A: Engineers in charge of hoisting engines of three drums or more operating any type of machine, or operating clam-shells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over, or operating drop hammer pile drivers; in all cases irrespective of motive power.....	1.30	48	1.10	48	1.20	48
Class B: Engineers in charge of hoisting engines having only two drums or of single drum, used in handling building material, or steam shovels and draglines not specified in "A" hereof; irrespective of motive power.....	1.25	48	1.05	48	1.15	48
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act" or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons, or trenching machines of bull dozers over size D4 or equivalent; irrespective of motive power.....	1.15	48	1.00	48	1.10	48
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting engineers in charge of same.....	.90	48	.80	48	.90	48
Class E: Operators operating concrete mixers over ½ yard capacity or bull dozers up to and including size D4 or equivalent; irrespective of motive power.....	.90	48	.80	48	.80	48
Class F: Operators of gas or electric engines for machines not otherwise specified in "A", "B" or "C" hereof, or a type usually operated by skilled labourers.....	.85	48	.75	48	.80	48
16. Painters, Decorators, Paper-hangers and Glaziers	1.20	40	1.15	48	1.20	48
Swing Stage and Spray Painters.....	1.25	40	1.20	48	1.25	48
17. Plasterers.....	1.60	40	1.45	44	1.50	44
18. Journeymen of the Plumbing and Pipefitting Industry.....	1.55	40	1.30	44	1.35	44
Helpers.....	.95	40	.85	44	.90	44
19. Roofers—Mop Handlers.....	.85	48	.80	48	.85	48
20. Sewer Construction Work—						
(a) Caisson Workers.....	.95	48	.90	48	.95	48
(b) Labourers.....	.80	48	.75	48	.80	48
(c) Pipe Layers.....	.90	48	.85	48	.90	48
(d) Tunnellers.....	.90	48	.85	48	.90	48
21. Sheet Metal Workers.....	1.10	44	1.05	48	1.10	48
22. Shinglers.....	1.15	40	1.05	48	1.10	48
23. Stonecutters.....	1.42½	44	1.32½	48	1.42½	48
24. Stonemasons.....	1.65	40	1.50	44	1.55	44
25. Terrazo Workers—						
(a) Layers.....	1.30	40	1.30	48	1.30	48
(b) Machine Rubbers (Dry).....	.90	48	.85	48	.90	48
(c) Machine Rubbers (Wet).....	.80	48	.75	48	.80	48
26. Tile Setters (Including all clay product tile and Vitrolite glass).....	1.50	40	1.35	44	1.40	44
27. Tile Setters (asphalt and other composition tile).....	1.05	40	.90	48	.95	48
28. Timber and Crib Men working on grain elevators or bridges doing the 'crib work' on grain elevators, or rough timber work on bridges.....	1.00	48	1.00	48	1.00	48
29. Truck Drivers (while in charge of truck on construction work only).....	.90	48	.85	48	.90	48
30. Watchmen.....	.60	.....	.....	.....	.60	.....

SCHEDULE "A"—PART II

PUBLIC ROADS AND BRIDGE WORKS

31. The following schedule shall apply from and after May 1, 1950, on Public Works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works, in all parts of Manitoba outside the Greater Winnipeg Water District:

Occupation	Basic Wage Rate Minimum Per Hour	Hours Maximum period of 108 hours over each two week period
32. Aggregate Batch Man.....	\$.80	108
33. Asphaltic Oil Distributor Driver.....	.85	108
34. Blade Grader (12 H.P. and over) Operator.....	.85	108
35. Concrete Finisher.....	.80	108
*36. Concrete Paver Operator.....	1.05	108
*37. Dragline Shovel and Crane Operator.....	1.15	108
38. Elevator Grader Operator.....	.85	108
39. Engineer, Stationary Boiler.....	.95	108
40. Labourers.....	.75	108
41. Motor Patrol Operator.....	.85	108
42. Roller Operator, 6 ton and over, steel wheels.....	.90	108
*43. Scraper and Bull Dozer Operator.....	1.00	108
44. Spreader and Finishing Machine Operator.....	.80	108
45. Teamsters.....	.70	108
46. Teamsters and Two Horse Teams.....	.95	108
47. Teamsters and Four Horse Teams.....	1.20	108
48. Timber Men (timber work where use of hammers, saws, axes and augers only are required).....	.90	108
49. Tractor Operator, 50 h.p. drawbar or over.....	.85	108
50. Tractor Operator, under 50 h.p. drawbar.....	.75	108
51. Truck Drivers.....	.80	108
52. Watchman and Flagman.....	.65	.....

* PROBATIONARY RATES

53. (1) Where a new employee agrees with his employer to prove his ability to operate one of these machines by a short trial period at a probationary rate, not later than the date upon which the employee starts work, the employer shall send to the Department, by registered mail, a letter signed by the employee and the employer, certifying that for a probationary period not exceeding 30 days, a rate of 15c below the schedule rate has been agreed upon.

(2) Subsection (1) is applicable only to: Concrete Paver Operator, Dragline, Shovel and Crane Operator, Scraper and Bull Dozer Operator.

Newfoundland Dependents' Allowances and Mothers' Allowances Acts

Persons eligible for an allowance under these Acts may not possess annual outside income in excess of \$240, by an amendment to the regulations made by Orders in Council on April 29, gazetted May 2. The regulations, as issued, prescribed the maximum annual outside income allowed under the Dependents' Allowances Act as \$480 and under the Mothers' Allowances Act as \$440. The amendments are effective on March 1 and April 1, respectively.

The maximum mothers' allowance granted is still \$300 a year for a mother and one child and \$60 a year for each additional child (L.G., 1950, p. 883). However, the maximum now payable is the allowance in respect of a mother and six children (\$600 a year) instead of one in respect of a mother and seven children, as previously (\$660 a year).

The dependent's allowance remains the same at \$300 a year for one incapacitated adult, increased by \$120 for each additional incapacitated adult in the family. The maximum allowance payable is the allowance in respect of a family of five incapacitated adults (\$780 a year) (L.G., 1950, p. 699).

New Brunswick Minimum Wage Act

The Minimum Wage Order covering male workers employed in the production of pulpwood, pitprops and logs (L.G., 1950, p. 87), has been renewed without change for five months from May 1 to September 30, 1950. The minimum rate for these workers is \$4.50 a day. A rate of \$3.40 a day is fixed for workers who are handicapped by old age or loss of a limb and for chore-boys and cookees. An employer may charge \$1.05 a day if he furnishes

board and lodging. Workers engaged in transporting the forest products mentioned above are not covered by the Order.

Quebec Mining Act

For the protection of workmen in dust exposure occupations, new regulations have been issued by an Order in Council (O.C. 2947), gazetted on May 20, effective from July 19, requiring medical certificates for workmen who work more than 50 hours a month in all mines in the counties of Pontiac, Temiscamingue, Rouyn-Noranda, Abitibi-East and Abitibi-West where mining, reduction of ores and smelting, and preparation of metals or minerals are carried on. No workman may be employed in a dust exposure occupation in these mines unless he holds a medical certificate as required by the regulations.

A person seeking employment in a dust exposure occupation which includes all underground work in mines and all surface work in rock- or ore-crushing processes must hold a certificate issued within the last 12 months by a doctor appointed in accordance with the provisions of the Workmen's Compensation Act, stating that he has undergone the prescribed examination, has been found free from diseases of the respiratory organs and is fit for employment in a dust exposure occupation.

The employee must be re-examined before the end of the 12-month period following the date of issue of his certificate and annually thereafter, and if he is again found free from tuberculosis of the lungs the doctor must endorse the medical certificate to that effect, indicating the date of re-examination.

Employers are required to keep a record of medical certificates open at all times to inspection by the inspector of mines. A workman must deliver his certificate to the employer on request and it must be returned to the workman when he leaves his employment.

Medical certificate forms will be supplied to doctors by the Department of Mines and a detailed description of the forms is set out in the regulations.

Saskatchewan Electrical Inspection and Licensing Act

As a result of a 1950 amendment to the Act which permits any person to make an electrical installation on his own premises without holding a contractor's licence provided the Chief Inspector is satisfied as to his competency, the general regulations under the Act (L.G., 1950, p. 87) were amended to provide for the issue of a

permit in such cases. Application to make an electrical installation or install electrical equipment must be made to the Chief Inspector on forms supplied by the Department of Labour. A permit will be granted to an applicant who is considered competent if he pays the required inspection fee and a deposit of \$20 when the work to be done is wiring or re-wiring, or \$10 if only alterations to existing wiring are to be made. The deposit will be returned when the work is approved by the Department less any shortage in the inspection fee which was remitted with the application and less \$5 for each re-inspection after the first re-inspection.

The amendment was made by an Order in Council (O.C. 697/50) on April 21, gazetted April 29, and became effective on May 1.

Saskatchewan Hours of Work Act

From May 15 to September 15 of each year, swimming pool supervisors, life guards, checkers and cashiers employed by the City of Regina in connection with city-operated swimming pools may work up to 88 hours in two consecutive weeks without payment of the statutory overtime rate of time and one-half which normally applies after eight hours in a day or 44 in a week. The overtime rate is payable for any work done in excess of 88 hours in a two-week period. This change was effected by Hours of Work Order 18 (O.C. 754/50) of April 28, gazetted May 6.

Saskatchewan Industrial Standards Act

The general regulations made under the Act in 1944 (L.G., 1944, p. 527; 1938, p. 41) have been re-issued with some omissions by an Order in Council (O.C. 722/50) made on April 25, gazetted May 6. An employer is defined in the Act as any person, firm or corporation employing one or more persons, including an agent, manager, contractor or subcontractor, and any person who has control or direction of one or more employees or who is responsible directly or indirectly for the payment of wages, in whole or in part, or for receipt of wages by an employee. This definition also covers persons who are self-employed or in partnership with another person in a shop or business.

The employer is required to keep a record of the names and addresses of his employees who are governed by a schedule of wages and hours under the Act; the number of daily and weekly hours worked by each; the number of hours of daily and weekly overtime; the wages received by

each employee on each pay day and the rate on which they were calculated; particulars of the nature of the work performed by each employee and its location; the quantity of piecework done by each employee and the rate paid per piece; the amount received by each employee working on a commission basis and the rate of the commission; and any further information on these matters which may be required by the Deputy Minister of Labour.

All records must be retained for at least two years (formerly one year) and be available for inspection at any time. The Deputy Minister may require the employer to produce his records and to lodge them with him.

Each Advisory Board which is set up by the Minister to hear complaints and assist in the enforcement of the Act must keep

minutes of its meetings and provide the Deputy Minister with a copy. Whenever an Advisory Board makes a decision from which an appeal lies to the Deputy Minister, it must communicate the decision at once to the employer and employees concerned. Any person who wishes to appeal must give written notice to the Deputy Minister within 10 days of the decision from which he is appealing or within not more than 30 days if the Deputy Minister allows an extension of time. The Deputy Minister is to fix the time and place for hearing the appeal and give reasonable notice to the parties. The Deputy Minister may affirm or alter the Board's decision, transmitting to the Board a copy of his decision with such reasons and explanations as he may consider necessary.

Legal Decisions Affecting Labour

A Montreal truck driver is awarded a week's pay in lieu of notice. ¶The United States Supreme Court rules on the constitutionality of the non-Communist affidavit clause of the Taft-Hartley Act.

Quebec Courts rule workman paid by the hour entitled to a week's notice of dismissal.

The Court of King's Bench of Quebec (Montreal Division) on October 27, 1949 unanimously held that a truck driver whose wages were payable each week was entitled, having been dismissed without cause, to a week's wages in lieu of notice. This decision upheld the judgment of Mr. Justice Smith given in the Superior Court of Montreal on May 17, 1948.

The driver was dismissed following an accident which occurred December 5, 1947 when he was driving a truck belonging to his employer. The employer refused to pay him on the grounds that he had not explained the accident, that he was not entitled to pay for overtime, and that he was working by the hour and therefore notice of dismissal was not required.

The truck driver brought a claim against his employer in the Superior Court for wages including the following: the regular pay due him up to the time of his dismissal, a week's pay in lieu of vacation, overtime accumulated over a six months' period, and a week's pay in lieu of notice of dismissal. At the hearing no blame was attached to him for the accident. He obtained judgment on each of the claims listed above amounting on the whole to \$252.05 but seeking to avoid an appeal,

waived the amount awarded for holiday pay. The employer, however, appealed the decision, basing his appeal on one item only, the amount awarded as equivalent of a week's notice.

The Appeal Court upheld the decision of the trial judge that the truck driver had the right to notice of dismissal. The precedents for this decision, Mr. Justice Bertrand stated, were the Supreme Court of Canada decisions in the cases of *Stewart v. Hanover Fire Insurance Company* (1936) SCR 177 and *Asbestos Corporation v. Cook* (1933) SCR 86, 94. In these cases it was found that whoever wishes to put an end to the agreement must express his wish by giving notice to the other and the term of notice is in keeping with the periods for the payment of wages. *Concrete Column Clamps Ltd. v. Pepin, Les Rapports Judiciaires de Québec, CBR 838.*

Non-Communist affidavit clause of Taft-Hartley Act held constitutional by U.S. Supreme Court.

The Supreme Court of the United States on May 8, 1950 delivered a judgment on two cases which presented for decision the constitutionality of the non-Communist affidavit provision of the Taft-Hartley Act. This is Section 9 (h) which denies a union access to the National

Labour Relations Board unless each union officer has filed an affidavit that "he is not a member of the Communist Party or affiliated with such party," and that "he does not believe in, and is not a member of or supports any organization that believes in or teaches, the overthrow of the United States Government by force or by any illegal or unconstitutional methods." In one of the cases before the Court a union had been denied a hearing before the Board because of non-compliance with Section 9 (h); in the other the Board had postponed the effective date of an order compelling the employer to bargain, pending the union's compliance with Section 9 (h). The unions in both cases had sought court action contending that the section was unconstitutional. The District Courts in which the cases were initiated ruled that the section was valid. An appeal was then taken to the Supreme Court. The Supreme Court upheld the judgment of the lower courts. Six judges heard the case. Mr. Justice Black gave a dissenting judgment, and Mr. Justice Jackson and Mr. Justice Frankfurter dissented in part.

Mr. Chief Justice Vinson, in delivering the judgment, pointed out that the constitutional justification for the National Labour Relations Act of 1935 (the Wagner Act) was the power of Congress to protect interstate commerce by removing obstructions to the free flow of commerce. Congress sought to remove the obstructions caused by industrial unrest by encouraging the processes of collective bargaining. When the Labour-Management Relations Act (the Taft-Hartley Act) was passed twelve years later, it was stated that

Experience has further demonstrated that certain practices by some labour organizations, their officers, and members have the intent or the necessary effect of burdening or obstructing commerce by preventing the free flow of goods in such commerce . . .

One such obstruction which the new legislation by Section 9 (h) sought to remove was the so-called "political strike". Evidence was presented to various committees of Congress "that Communist leaders of labour unions had in the past and would continue in the future to subordinate legitimate trade union objectives to obstructive strikes when dictated by Party leaders, often in support of the policies of a foreign government."

The unions in the two cases before the Court urged that the non-Communist affidavit provision violates fundamental rights guaranteed by the First Amendment to the Constitution: the right of union officers to hold what political views

they choose and to associate with what political groups they will, and the right of unions to choose their officers without interference from government. The First Amendment provides: "Congress shall make no law . . . abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances." The National Labour Relations Board held that Section 9 (h) does not violate the Constitution because its sole sanction is the withdrawal from non-complying unions of the "privilege" of using its facilities. Mr. Justice Vinson considered that neither view is entirely accurate; that Section 9 (h) does not merely withdraw a privilege gratuitously granted by the Government, nor does it prohibit those persons who do not sign the affidavit from holding office. Its effect is somewhere between these two positions, and

The difficult question that emerges is whether, consistently with the First Amendment, Congress, by statute, may exert these pressures upon labour unions to deny positions of leadership to certain persons who are identified by particular beliefs and political affiliations.

Congress has the constitutional power, under its authority to regulate commerce among the several States, to attempt to prevent political strikes designed to interrupt the free flow of commerce, and the non-Communist affidavit provision was a reasonable measure towards this end. The provision is not altogether unlike other statutes denying positions of public importance to groups of persons identified by their business affiliations. The Banking Act, for example, provides that no partner or employee of a firm primarily engaged in underwriting securities may be a director of a national bank. The Taft-Hartley affidavit clause differs from restrictions of this kind in that it has the further necessary effect of discouraging the exercise of free political rights protected by the First Amendment.

Although the First Amendment provides that Congress shall make no law abridging the freedom of speech, press or assembly, it has been recognized that those freedoms themselves are dependent upon the power of constitutional government to survive. If it is to survive it must have the power to protect itself, but "the necessity which is essential to a valid restriction does not exist unless the speech would produce, or is intended to produce, a clear and imminent danger of some substantive evil which the State constitutionally may seek to prevent." But the interest of the

Government in the statute under examination in the present case is not in preventing the dissemination of particular beliefs but in protecting the free flow of commerce from harmful conduct which Congress has determined is carried on by persons who may be identified by their political affiliations and beliefs. It is not therefore necessary to establish that a "clear and imminent danger" to the state exists, but the problem is rather one of weighing the probable effects of the statute upon the free exercise of the right of speech and assembly against the congressional determination that political strikes are evils which should be prevented.

When particular conduct is regulated in the interest of public order, and the regulation results in an indirect, conditional, partial abridgment of speech, the duty of the courts is to determine which of these two conflicting interests demands the greater protection under the particular circumstances presented.

Mr. Justice Vinson then pointed out that Congress, not the Courts, is primarily charged with determination of the need for regulation of activities affecting inter-state commerce. If such regulation infringes personal freedoms guaranteed by the Constitution the Court may declare the statute invalid, but it is not in a position to substitute its judgment as to the necessity or desirability of the statute for that of Congress. Section 9 (*h*) is not an isolated statute but part of very complex machinery set up by the Federal Government to encourage peaceful settlement of industrial disputes. Under this system unions which become collective bargaining representatives for groups of employees often represent not only members of the union but non-union workers or members of other unions as well. Individual employees are required by law to relinquish rights for the benefit of the group, and this results in increase in the power of the union as the representative of the group, a power derived in part from "Government's thumb on the scales." The public interest in the good faith and exercise of that power is accordingly very great. On the other hand, the measure of restriction upon the rights of speech and assembly of those proscribed by the statute is not extensive. It is not aimed at the suppression of dangerous ideas nor does it prohibit the dissemination of views. It is only directed against the combination of those affiliations or beliefs with holding a position of great power over the economy of the country. Mr. Justice Vinson then referred to a previous case in which the interests involved were largely similar.

In *United Public Workers v. Mitchell* we upheld a statute which provided that employees of the Federal Government could not participate in partisan political activities, concededly a First Amendment right, if they would retain their positions. The decision was not put upon the ground that government employment is a privilege to be conferred or withheld at will. . . . But the rational connection between the prohibitions of the statute and its objects, the limited scope of the abridgement of First Amendment rights, and the large public interest in the efficiency of government service, which Congress had found necessitated the statute, led us to the conclusion that the statute may stand consistently with the First Amendment.

The Court then considered the provision concerning belief in the overthrow of the Government by force. It was held to present no different problem from that presented by the section dealing with membership in the Communist Party, for while there is the distinction that political affiliation may be established by evidence of an overt act, beliefs may be *inferred* from the things a man says or does, and courts and juries every day pass upon knowledge, belief and intent. Neither life nor liberty is at stake, and the holding of these beliefs would only result in the loss of a particular position. To the argument that the requirement to disclose beliefs in one situation opens the way to force disclosure of attitudes on all manner of social, economic, moral and political issues, Mr. Justice Vinson answered that "that result does not follow 'while this court sits'." He concluded that Section 9 (*h*) does not unduly infringe freedoms protected by the First Amendment.

That Amendment requires that one be permitted to believe what he will. It requires that one be permitted to advocate what he will unless there is a clear and present danger that a substantial public evil will result therefrom. It does not require that he be permitted to be the keeper of the arsenal.

Mr. Justice Black, dissenting, held that by this judgment the Court had "injected compromise into a field where the First Amendment forbids compromise." Individual freedom and governmental thought-probing cannot live together. He pointed to historical examples of the use of the test oath to inflict penalties and disabilities on unpopular minorities, and concluded that test oaths are the implacable foes of free thought. Since the First Amendment guarantees protection to each member of the smallest and most unorthodox minority, there could be no justification of the clause simply on the grounds

that it applied a partial restriction to a limited group. Further, such restrictions are seldom static. "I cannot regard the Court's holding as one which merely bars Communists from holding union office and nothing more," he stated. Laws aimed at one political or religious group cause hatreds and prejudices to grow and spread beyond control. He reiterated the basic constitutional precept that penalties should be imposed only for a person's own conduct, not for his beliefs or for the conduct of others with whom he may associate.

The postulate of the First Amendment is that our free institutions can be maintained without proscribing or penalizing political belief, speech, assembly or party affiliation. This is a far bolder philosophy than despotic rulers can afford to follow. It is the heart of the system on which our freedom depends.

American Communications Association, CIO et al v. Douds, etc.; United Steelworkers of America et al v. National Labour Relations Board, Nos. 10 and 13, Supreme Court of the United States, Labour Relations Reporter, Vol. 26, No. 5, May 15, 1950.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that the claimant had shown just cause within the meaning of the Act for having voluntarily left her employment.—CU-B 529 (December 23, 1949).

MATERIAL FACTS OF CASE:

The claimant, single, 22 years of age, was employed as a secretary for a firm in Toronto, Ontario, from January 23, 1947 to August 6, 1949, when she voluntarily left her employment to move with her parents to Victoria, B.C., whom she helps to support. Her salary, on leaving, was \$31 a week. On August 30, 1949, she made a claim for benefit at the local office in Victoria and the Insurance Officer disqualified her from the receipt of benefit for a period of six weeks as from August 7, 1949, for having voluntarily left her employment without just cause (Section 41 (1) of the Act).

The claimant appealed to a Court of Referees. The Court heard the case in Victoria, B.C., and unanimously upheld the decision of the Insurance Officer. From the unanimous decision of the Court of Referees the claimant asked the Chairman of the Court for leave to appeal to the Umpire. Permission was granted on the ground that decision CU-B 107 (July 24, 1946), which deals with a somewhat similar case had not been brought to the atten-

tion of the Court during its deliberations. In her submission to the Umpire she stated:—

My father was advised to come to Victoria for health reasons and I decided to accompany my parents to keep intact that bond which has kept our family so close together. If my parents had moved a short distance from Toronto I most certainly would have remained in my employment. However when they had moved practically across the continent I do feel I was justified in leaving my employment and to come with them. Only a person whose parents are in the older age bracket realize how necessary it is to be able to be near them, or at the very least, to be able to visit their loved ones at least once or twice a month.

DECISION:

There can be no doubt that under ordinary circumstances, a girl of the claimant's age who would voluntarily leave her employment in order to follow her parents to another town or city, would not show just cause within the meaning of Section 41 (1) of the Act. As pointed out in previous decisions, if a girl has or desires to work, she must arrange her affairs to meet the exigencies of the labour market; the object of the Unemployment Insurance Act is to protect insured persons against certain risks of involuntary unemployment.

In this particular case, however, the claimant is living alone with her parents and according to her statement, she contributes to their support. Her father had to give up his business due to health reasons and moved to Victoria, B.C., a distance of approximately 2,800 miles. The claimant felt that if she were to remain in Toronto, it would mean in effect a total separation from her parents, and she voluntarily left her employment, on August 6, 1949. Although Victoria is not an industrial centre, it was reasonable for her to expect that in view of her line of occupation she would have a good chance of finding employment there. In fact, she stated before the Court of Referees that she obtained employment in that city on October 1, 1949.

Taking all the circumstances into consideration, I am of the opinion that the claimant, whose case is somewhat similar to that dealt with in CU-B 107, has shown just cause for having voluntarily left her employment.

The appeal is allowed.

Held that the claimant had not shown just cause within the meaning of the Act for having voluntarily left his employment but in view of the extenuating circumstances of the case, the period of disqualification was reduced from six weeks to three weeks.—CU-B 566 (May 1, 1950).

MATERIAL FACTS OF CASE:

The claimant, single, 22 years of age, was employed as a bellhop by a hotel in Regina, Sask., from August 19, 1949 to October 31, 1949, when he voluntarily left to return to Vancouver, B.C., where he had previously resided. On November 12, 1949, he made a claim for benefit at the local office in Vancouver and the Insurance Officer disqualified him from the receipt of benefit for a period of six weeks as from November 1, 1949, for having voluntarily left his employment without just cause (Section 41 (1) of the Act).

The claimant appealed to a Court of Referees and stated in part:—

On the thirteenth of August of this year, I received word that my mother was very ill and not expected to live. I quit my job (in Vancouver) and went back to Regina. When I arrived my mother was dead. My father asked me if I would stay there for a while and keep him company, so I started working at the Hotel. When I applied for the job I informed the Manager that I would be coming back here in a few months and he said that was all right as it was only a temporary job anyway. I came back

here November the first as my married sister is now at home helping my dad look after the house.

The Court of Referees heard the case in Vancouver, B.C., and unanimously reversed the decision of the Insurance Officer in a finding which reads:—

Claimant impressed us in his further particularizing of his movements. In fact we are agreed that his actions were very much those of any right-minded young man acknowledging an obligation to his parents and also to his future. He in fact informed us that he had planned for over a year to be married, his fiancée being permanently located in Vancouver. While in strict terms of the law he was not justified in leaving his employment at Regina, we are, as noted above, sufficiently impressed by the human and intrinsic merits of the appeal that we will disagree with the Insurance Officer and grant it."

From the decision of the Court of Referees, the Insurance Officer appealed to the Umpire and stated in part:—

There is no evidence to indicate that (the claimant) had any reasonable prospect of employment at the time of separation and he should have been aware that the employment situation in Vancouver at that time was such that there would be difficulty in securing suitable employment.

It is submitted that the reasons for separation advanced by the claimant do not constitute just cause for voluntarily leaving his employment within the meaning of Section 41 (1). Had he exercised reasonable prudence he would first have ascertained particulars of the employment situation either through friends and acquaintances in Vancouver or through the local office of the Commission in the city where he was working.

The question of a claimant moving to another district without having any previous prospect of employment in that district was dealt with in CU-B 296 (October 31, 1947) and 337 (February 27, 1948), and in those cases the claimants were held not to have established just cause in voluntarily separating from their employment. It is submitted that the principle established in those decisions are also applicable to the circumstances of this case.

DECISION:

In view of the jurisprudence established in previous decisions of the Umpire dealing with similar cases, there can be no doubt that the grounds on which the Insurance Officer bases his appeal to me are sound. For instance, the following extract from decision CU-B 296 applies to the present case:—

The claimant, as an individual, might have had good personal reasons to take this course of action; but as an employed person, insured under the Act, she has not shown just cause for voluntarily leaving her employment and she was not justified,

as such, under the circumstances, in throwing herself on to the Unemployment Fund, when she had suitable employment in and no definite prospect of getting work in

I can quite realize that the claimant's interests lie in Vancouver and that he only returned to Regina, temporarily, in order to fulfill his obligations as a dutiful son, for which he is to be commended; nevertheless, the principle established in pre-

vious decisions, like the two mentioned by the Insurance Officer in his submission to me, must be upheld.

I am prepared however to support the sympathetic view taken by the Court of Referees, which had the opportunity of hearing the claimant, but only to the extent of reducing the period of disqualification from six weeks to three weeks.

The appeal is allowed.

Changes in Unemployment Insurance Regulations

By Order in Council P.C. 2606, dated May 23, 1950, approval was given to several changes in the Unemployment Insurance Commission Regulations, 1949. Most of these changes were necessitated by recent changes in the Unemployment Insurance Act, particularly with regard to the increase in the insurable limit and the adoption of a new table of contribution classes.

Coverage

Section 2 (1) of the Unemployment Insurance Coverage Regulations, dealing with the predetermination of earnings by employers, has been amended to conform with the increase in the wage ceiling for insurability from \$3,120 to \$4,800 a year. The regulation further provides that for the purpose of such predetermination, where the rate of remuneration is a weekly rate, the actual earnings of an employed person for a twelve-month period shall be considered to be on the basis of 52 times his weekly rate. This is to remove any ambiguity in view of the fact that a calendar year contains slightly more than 52 weeks.

Sections 14 (1), 22 (1) and 27 (1) of the Unemployment Insurance Coverage Regulations have been amended to provide that in connection with hearings of appeals before the Commission or the Umpire the travelling and other expenses of persons attending the hearings shall be repaid to them only if they are directed to attend the hearings.

Contributions

Sections 8 (4) and 16 of the Unemployment Insurance Contribution Regulations have been amended in accordance with the

amendments to the Act establishing a new table of contribution classes. These amendments to the regulations deal with the determination of the proper contribution class for (a) persons paid by commission or share of profits and (b) stevedores at designated ports where the number of daily contributions payable is determined by the use of cash divisors.

Benefit

Changes have been made to several sections of the Unemployment Insurance Benefit Regulations to provide for the following:—

- (a) defining the expressions initial claim, renewal claim, continuing claim and postal claimant;
- (b) clarifying the procedure for filing a claim in the prescribed manner;
- (c) making application for extension of the qualifying periods for entitlement to benefit, in accordance with amendments to the statutory conditions mentioned in the Act;
- (d) providing that in appeals to the Umpire from decisions of Courts of Referees the time limit prescribed for a claimant to file an appeal or for interested parties to file a statement of observations and representations may be extended in particular cases for special reasons.

Employment

Section 2 (a) of the National Employment Service Regulations, 1949, which defines insurable employment for the purpose of those regulations, has been amended to take account of the fact that lumbering and logging has been removed from the list of excepted employments.

Unemployment Insurance Statistics, April 1950*

The monthly report of the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of April, 1950, 90,123 claims were filed at local offices of the Unemployment Insurance Commission. This number represents a decline of 32 per cent from the level of 133,404 in March, 1950 and an increase of 31 per cent from 68,979 in April, 1949.

Of the total claims filed in April, 1950, 80,028 were initial and renewal claims representing mainly new cases of unemployment among insured persons. This was a decrease from the figure of 119,533 for March, 1950, but an increase from 58,141 for April, 1949.

Ordinary claimants on the live unemployment register numbered 209,905 in April, 1950 as compared to 265,382 for March, 1950 and 134,480 in April, 1949.

Duration of unemployment is indicated by the number of days that benefit claimants are continuously on the unemployment register. During April, 1950, 191,486 persons were on the live register seven days or more (that is, the group consisting mainly of beneficiaries) as compared with 237,562 in this category in March, 1950.

Claims handled at adjudicating centres and Courts of Referees in April, 1950, totalled 97,156. Of the 96,243 claims adjudicated, 72,181 were allowed, 23,275 were disallowed or disqualified and 787 represented special requests not granted. Claims handled by Courts of Referees numbered 913.

Chief reasons for non-entitlement to benefit in April, 1950, were: "insufficient contributions while in insurable employment" 12,922 cases; "voluntary leaving without just cause" 3,792 cases and "not unemployed" 2,299 cases.

* See Tables E-1 to E-8.

Persons commencing receipt of benefit in April, 1950, numbered 59,965 as compared to 91,646 for March. This represents a decrease of more than a third.

During April, 1950, \$11,353,188 were paid in respect of 4,670,731 days as against \$15,747,725 and 6,466,268 days in March and \$7,605,824 and 3,400,443 days in April, 1949.

For the week of April 29 to May 5, 1950, 186,093 persons received \$2,674,615 in respect of 1,105,293 days as compared to 219,711 persons, \$3,162,185 and 1,297,370 days for the week of March 25 to March 31 inclusive. Average duration of benefit was the same for both periods mentioned (5.9 days) while the average amount of benefit paid during the week of April 29 to May 5 inclusive, was \$14.37 as compared to \$14.39 for the week of March 25 to March 31 inclusive.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending April 29, 1950, show that 2,019,393 employees had renewed their insurance books since April 1. This figure is considerably lower than the figure reported at the end of March, 1950, due to the fact that book renewals had not been completed by the end of April. Then too, the figure for March, 1950 had included all employees who had been issued with insurance books and had made contributions to the unemployment insurance fund at one time or another since April 1, 1949.

Preliminary estimates indicate that by the end of May, when book renewals will have been completed, approximately 2,900,000 insured persons will have renewed their books or contribution records.

As at April 29, 1950, 228,369 employers were registered, an increase of 759 since March 31, 1950.

EMPLOYMENT CONDITIONS DURING MAY

With a growing volume of outdoor work underway in all regions, there was a marked increase in the number of persons employed during May, with a corresponding decline in the total of those seeking work. Labour shortages were reported in some occupations in the forestry industry in British Columbia and a scarcity of farm workers was developing in the Prairie provinces. In Eastern Canada, farm and construction work and log-driving and sawmill operations were absorbing thousands of workers.

Although delayed by unfavourable weather conditions during the first part of the month, employment increased rapidly during the latter part of May. While agriculture, construction and forestry operations provided most of the new jobs, improvement was general in the economy as a whole.

Manufacturing employment also expanded in aggregate, as industries producing food and beverages, lumber and other construction materials were moving into their active periods. Short-time work and periodic lay-offs during May, apart from those resulting from the Winnipeg flood and the Rimouski fire, involved a relatively small number of workers, chiefly in the textile, railway rolling stock and ship-building industries.

During the month, there was a decline in the number of registrations for employment that were on hand at National Employment Service offices. Registrations dropped from 387,000 to 254,000. A large part of this decline, approximately 60,000, occurred during the week ending May 18 due to the removal from the National Employment Service files of those applications from persons claiming supplementary unemployment insurance benefits which had been on hand for 30 days since the applicant last visited the office.

Industrial Analysis

In **agriculture**, shortages of farm labour appeared during May, although the supply of farm workers this year was in better balance with the demand than at any time

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT



since 1939. Experienced farm help, particularly men familiar with farm machinery, were in demand and shortages of this type of worker were most in evidence.

With the spring increase in job opportunities in other industries, many job-seekers were reluctant to accept farm work. A preference was being indicated for employment in occupations covered by the Unemployment Insurance Act, such as those in the construction and logging industries. In the Prairie region, large numbers of men were being hired for construction work and in the Quebec and Maritime regions experienced farm workers were accepting employment for the spring logging drive and pulpwood cut.

The first of the organized movements of farm workers, that for the sugar beet industry, began in Ontario during May and in Quebec during the first week of June. In Quebec, between 800 and 1,000 men were needed for beet blocking and were recruited mainly from Beauce, Dorchester and Frontenac counties. Orders for haymakers from the Maritimes and Western Canada were being placed at local Employment Service offices in Ontario during May. Requests for immigrants to work on farms are lower than last year, but there is some indication that farmers have underestimated their labour requirements.

During May, in the *forestry* industries, river driving and sawmill operations absorbed large numbers of workers. This, together with the opening up of agricultural activity, greatly reduced unemployment among the large group of workers in Canada from which both these industries draw their labour. The spring thaw was late this year, and as a result, log driving did not get under way in most areas until well into May.

In addition to requirements for the log drive, labour was in demand for summer cutting and cruising parties. More summer cutting is being carried on this year and full employment among woodsmen is expected until August. In the Lakehead region, experienced cutters for pulpwood operations were already scarce in May; some camps were only partly staffed; others were unopened. During the month, about 2,500 woods workers from the province of Quebec were given employment in Maine. In the Maritimes, dry weather permitted an earlier start at cutting operations, although forest fires restricted activity, both in sawmill and logging operations. A contract with the United Kingdom for 97 million feet of spruce lumber and the strong demand from the United States has greatly increased activity in the Maritime lumber industry.

Employment and production in the British Columbia forestry industries were also back to normal in May, after a slow recovery from the severe winter. A shortage of skilled men, such as engineers, fallers and riggers was reported, and suitable unskilled workers were being hired on occasion. Lower labour turnover was reported this season than in previous years.

Aggregate employment in *manufacturing* establishments expanded during the month, as seasonal activities increased in plants producing foods and beverages, lumber and construction materials. Short-time work and periodic lay-offs, which had been very evident in these industries during the winter months, were correspondingly reduced. Despite this seasonal improvement, the total number of workers employed was slightly below 1949 levels. The Dominion Bureau of Statistics index of manufacturing employment at April 1 was 119.2 (June 1, 1941=100), as against 120.8 one year previously. The following few comments are made on the employment situation in some of the individual manufacturing industries.

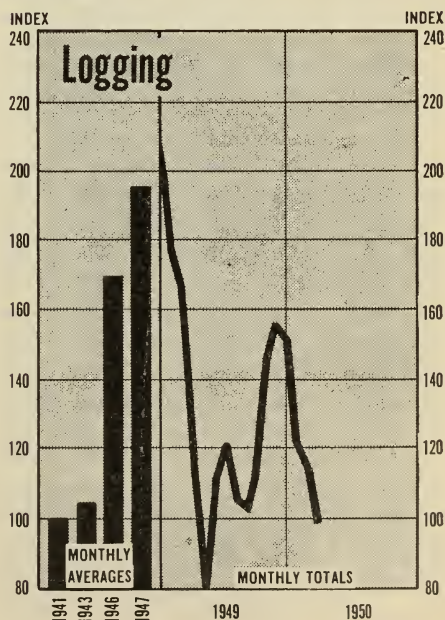
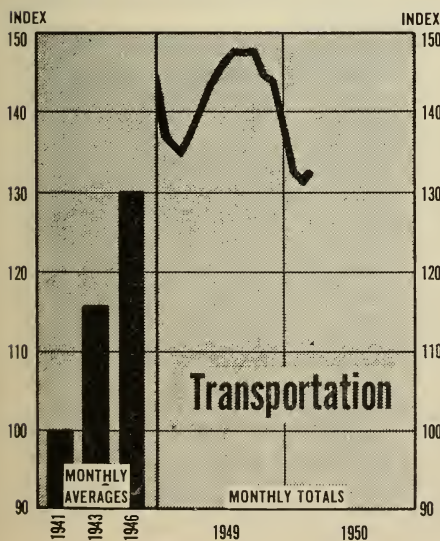
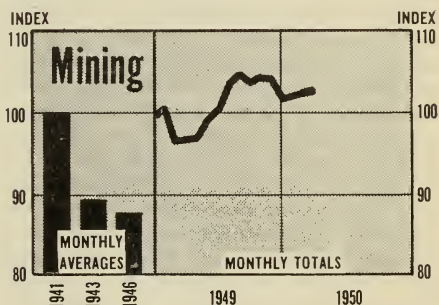
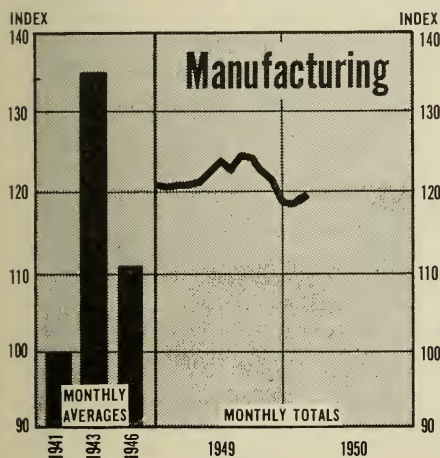
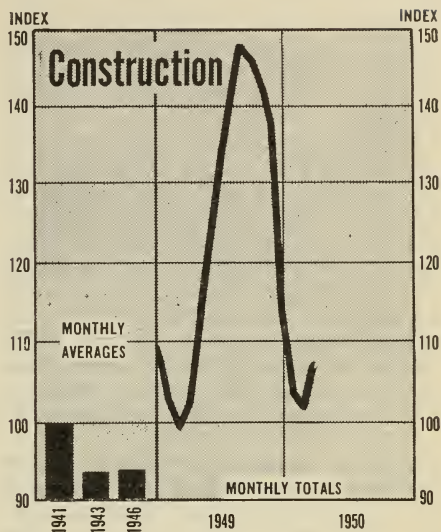
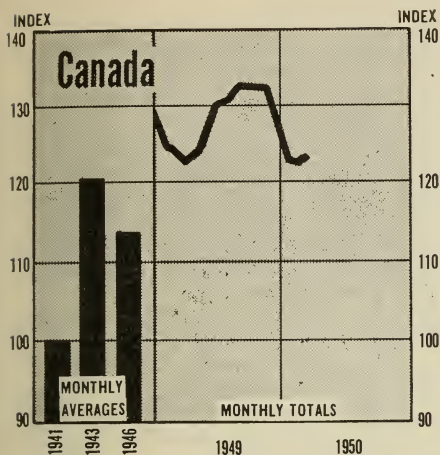
The declining trend of employment in the iron and steel industry, in evidence since early in 1949, is continuing. Reported employment was 279,000 at April 1, nearly 7 per cent below 1949 levels. This decline from the previous year was common to all sections of the secondary industries, with the exception of plants producing automobiles and parts, but was most marked in the case of agricultural implements, shipbuilding, foundries and machinery manufacturers. Primary steel production, on the whole, has been maintained at capacity, with advance orders for several months.

Employment has remained stable in the pulp and paper products industry, with a moderate decline in pulp and newsprint plants balanced by expansion in the secondary paper products and printing and publishing groups. Demand has been strong for newsprint but substantial increases in production as a result of expansion and improvement programs have not been matched by corresponding increases in employment. Reported employment in the three groups at April 1, 1950, was 112,000.

The demand for almost all the products turned out by the electrical apparatus industry has remained strong and the labour force in the industry has expanded over 1949 levels. Sales of household appliances have held up during the first part of the year and the demand for electrical equipment by the construction industry has also maintained employment.

EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES

Average: 1941=100



The backlog of orders for heavy electrical equipment, however, has been reduced, as the bulk of the orders were placed two or three years ago for hydro-electric power projects. Reported employment in the industry at April 1 was 54,000, about 2 per cent above the figure at the same month in 1949.

The labour force in the chemical industry has continued to expand in the first part of 1950, based on the strong demand for industrial chemicals, paints and varnishes, soap, cosmetics and similar products. About 44,000 persons now find their employment in chemical plants, mainly in the more industrialized sections of Ontario and Quebec. The productive capacity of the industry continues to expand, with 12 new plants employing 535 workers, reported as completed in the first five months of this year.

Building tradesmen were being recalled to **construction** work in large numbers during May as the industry was beginning to get into full operation. Due to unfavourable weather conditions, pockets of unemployment remained in some areas, and in general the volume of work underway was not sufficient to absorb all the semi-skilled and unskilled workers seeking employment in construction work. These will be readily absorbed as the industry reaches peak production in the summer months.

The number of construction workers registered at the National Employment Service declined from 60,000 at the first of May to 28,000 at the end of the month. This decrease was distributed among the following main occupational groups:—

Occupation	Number of Applications in Live Employment Files	
	April 27	May 4
Bricklayers & Tilessetters...	1,295	559
Carpenters	24,853	11,645
Cement & Concrete finishers.	548	243
Painters	4,073	1,387
Plasterers	382	158
Plumbers & Steamfitters..	2,367	1,631
Other skilled workers....	2,583	1,331
Unskilled workers	23,496	10,876
Total	59,597	27,830

The volume of work planned for this year, as indicated by the value of contracts awarded, is above last year's record level. The total value of contracts awarded up to the end of May was \$421,000,000, as compared to \$386,000,000, in the corre-

sponding period in 1949. This increase has been concentrated in the residential and business sectors.

Beginning in May, there was an increased demand for many types of **service** workers as summer resorts and tourist establishments began to line up their staffs for the summer season. There was some improvement in the supply of labour available, although workers were often obtained at the expense of other service establishments. Waitresses, kitchen help and groundsmen were in general readily available, but shortages of cooks and stenographers were reported.

Casual workers for cleaning, gardening, and other odd jobs were also in greater demand during the month. More women were available for domestic work by the day, partly because it is more profitable, but also because the over-all shortage of domestic workers was still very apparent. Laundries were busier during May than in April and any qualified worker could easily find employment in this industry. A seasonal increase also took place in automotive repair work and first-class motor mechanics were in demand.

Regional Analysis

Registrations on hand at National Employment Service offices in the **Atlantic** region declined by 25,000, or 33 per cent, during the month of May, as seasonal activity increased with improved weather conditions. At the end of the period, registered job-seekers represented almost 10 per cent of the labour force of the region, as compared to over 14 per cent a month earlier. The greatest proportional improvement occurred in New Brunswick, the least in Newfoundland.

Although somewhat delayed by the late spring, agriculture became very active in a short space of time; construction programs were getting well under way and seasonally active manufacturing plants continued to hire additional workers. Employment in other manufacturing firms remained generally stable; coal mining employment rose, although there was sporadic short-time in some areas; road and rail transportation became more active but ocean ports were slack; trade continued to pick up, and resorts, hotels and restaurants were absorbing numbers of service workers. The river drive was largely completed during the month, bringing greater activity to pulp mills, sawmills and other woodworking establishments; in many areas, pulpwood cutting and peeling was under way and some lumber was being cut despite the forest fire hazard.

In *Newfoundland*, the future of the fishing industry continued to cause considerable anxiety, since many suppliers and fishermen were unable or unwilling to make any preparations for the current season until some basis is found for confidence in the market for fish. The lobster catch to date has been average, and salmon landings are improving. Average to heavy landings of other fish—cod, haddock, herring, etc.—and very heavy lobster catches in *Prince Edward Island* and the *Halifax, Cape Breton* and *Moncton* areas brought fish processing plants to a generally high level of activity. Improving catches of cod were making up for the poor lobster season along the south shore of Nova Scotia.

Despite a two-week delay due to unseasonal weather conditions, the latter part of May saw a substantial increase of employment in the seasonal industries of the *Quebec* region. Applications in the live files of National Employment Service offices in the region totalled 6 per cent of the Quebec labour force at the end of May, only slightly more than one-half the volume a month earlier.

Intensive activity on farms in most areas of the region, once the weather moderated, enabled farmers to complete seeding at about the usual time. The shorter hours and higher wages being paid in the construction industry, however, were making it difficult for farmers to obtain help. Ocean fisheries picked up during the month, employing considerable numbers along the lower St. Lawrence and the Gaspé coast. Mining operations continued at capacity and exploration and prospecting absorbed an increasing number of workers. The river drive was well under way throughout most of the region, although delayed by the late thaw, and a start was made at the summer cut, which is expected to equal, if not exceed, last year's.

The increase in construction activity as the weather improved was sufficiently great to account for a large proportion of the seasonal employment gain during May. When road work programs get under way in the different areas, large numbers of unskilled labourers still seeking work will be employed. Shortages of construction workers appeared in *Three Rivers, Quebec City* and some centres in the Eastern Townships.

Despite areas of slackness, manufacturing activity in Quebec was generally stable during the month, with continuing increases of employment in the seasonal industries and some expansion in the work forces of those providing more regular

employment. The production of electrical equipment and appliances continued to expand in *Montreal*. In that area, however, as in centres throughout the Eastern Townships, the slack employment situation continued in textiles, clothing, leather products, heavy transportation equipment and foundries, and in aircraft production. Newsprint production remained at capacity in *Three Rivers* and the *Saguenay-Lake St. John* district, with mills hiring additional summer staffs. Construction materials manufacturing, and especially lumber and lumber products establishments, were at capacity in the latter areas, in *Rimouski* and in the *Eastern Townships*.

Retail trade activity showed a slight improvement, although it was still generally below last year's levels as a result of the winter employment situation. The prospect of a high volume of tourist trade resulted in further hirings of service workers by hotels and resorts in *Quebec City, Three Rivers, Victoriaville* and the smaller centres in the *Laurentians*.

Decided improvement in the employment situation of the *Ontario* region was evident during May. The labour surplus, as measured by unplaced applicants, dropped by almost one-third as workers were absorbed into construction and agriculture, and as seasonal expansion in manufacturing continued. By the end of the month, applicants formed only 3.1 per cent of the regional labour force. A few spot labour shortages began to appear in some areas, particularly for farm workers.

Employment for women has not expanded as rapidly as for men, since most of the seasonal upswing has been concentrated in heavy manufacturing or outdoor industries. Furthermore, employers have been giving job preference to single girls, and by far the majority of female applicants are married women—about 75 per cent.

The two major developments in manufacturing industries were the settlement of the prolonged strike in the U.S. automobile industry, which enabled the Canadian plant at Windsor to resume production during May, and the settlement of contract negotiations in the same plant in time to prevent another serious shutdown. Heavy industries maintained steady production during the month in most areas, but a few light industries were still working on part-time schedules. The textiles industry complained of British competition, and the leather industry faced a weaker market as a result of unprecedented use of compositions and other leather substitutes. Radio manufacturing plants were busy with the production of television receivers.

A general expansion of employment in the **Prairie** region during May was offset to some extent by the havoc caused by flood conditions in the Red River Valley area. In other sections, however, the delay caused by the bad weather of the past few months was now giving added impetus to labour demand as outdoor industries opened up. Unplaced applicants dropped, especially in Alberta, to form 4.2 per cent of the regional labour force at the end of the month.

In the Winnipeg area, business, industry, agriculture and all community services severely felt the effects of the flood. Many establishments were forced to curtail activities completely, while others carried on under difficult circumstances and on a reduced scale. By the beginning of June, however, work was resumed in most cases, and as rehabilitation work began, labour demand increased sharply. Major repairs to embankments, railway tracks, bridges and highways will be necessary in addition to a heavy residential construction program, and labour shortages were expected in the area by the end of June.

Spring farm work throughout the Prairie provinces suffered repeated delays through the unfavourable weather, but more so in Manitoba and Saskatchewan than in Alberta. In the latter province, spot labour shortages were developing but the arrival of transient workers was easing the situation somewhat. The demand for experienced operators of power farm machinery has not been easily met since few workers are qualified; demand for this type of worker is increasing each year as farming becomes more mechanized.

As activity increased further in logging, sawmills, fishing, construction and agriculture, the labour surpluses of the **Pacific** region gave way to shortages in many occupations. Reflecting this, the number of unplaced applicants dropped sharply during May to form 6.5 per cent of the regional labour force at the end of the month. Further sharp declines were expected in June as employment was rising rapidly towards its seasonal peak.

With better weather conditions, logging operations throughout the region made a rapid return to full production. A shortage of skilled workers such as engineers, fallers and rigging men was becoming noticeable. Sawmills were working at capacity, and starting extra shifts where skilled men were available; the scarcity of edgemen, setters and doggers, has delayed the opening of some shifts. Shingle mills were also working full time, with the larger ones running night shifts, and should

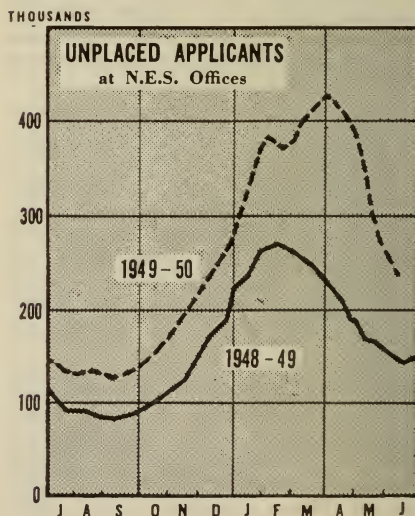
remain in full operation all summer if there is no log shortage due to the fire season or a strike.

Berry crops were nearing the harvest season, and the recruiting of berry pickers was under way; about 1,000 pickers would be needed in the Vancouver Island district, but here and elsewhere in the region no shortage of farm help was expected. Employment opportunities in mining were increasing substantially, and nearly all available skilled men had been absorbed during May. A development which will create permanent employment in its final stage, is the construction of a highway between Whitehorse and Mayo in the Yukon Territories, which will enable the year-round shipment of ore, and thus encourage the opening of new mines in the area.

Employment Service Activities

Employment conditions have been improving to such an extent that by June 8, the number of applicants at employment offices was little more than one-half the number registered at the April 6 peak. Job orders were steadily increasing and, by the end of May, unfilled vacancies for men exceeded the number on file at the same time in 1949. A post-war record for placements was established for the month of May and claims for unemployment insurance dropped decidedly.

By June 8, there were about 240,000 persons registered at employment offices. The decline in applicants was now steady in all regions, although more rapid in Quebec and British Columbia, where the largest increase took place in the winter.



Improvement was held up somewhat in the Prairies because of the Winnipeg flood, and in Newfoundland because of the uncertain markets for fish products.

Most of the decline in applicants was in the major seasonal occupations. During May, records at employment offices showed that 30,000 loggers, about 28,000 general labourers, 27,000 construction workers and about 9,000 transportation workers had been placed or found jobs on their own. About 70 per cent of the registered persons returning to work during May found jobs in those occupations. Unskilled workers were now showing declines comparable to the skilled and semi-skilled.

Many of these workers were channelled back into jobs through the direct efforts of the Employment Service. About 76,000 placements were effected at employment offices during May, with all regions showing decided increases over the previous month. Particularly toward the end of May, hirings

through NES rose since earlier in the month many employers were recalling former staffs and thus did not report the opening to the local office.

Although the supplementary benefit program ended on April 15, many persons brought into employment offices because of the program will continue to use the Service in finding jobs. About one-half of the 125,000 persons who claimed supplementary benefits were not registered for work before the program began. A large proportion of these were workers in the logging industry, who became insured April 1, and there will thus be an added incentive for these people to continue to register with the employment offices. This increase in proportion of the working population serviced by the employment offices tends to make the statistics on applicants a better indicator of unemployment trends than they were a year ago.

VOCATIONAL TRAINING GRANTS FOR YOUTH IN GREAT BRITAIN

A permanent "Special Aptitudes" scheme to provide for vocational training grants to boys and girls in Great Britain came into operation on April 1 last, replacing the interim scheme introduced by the Ministry of Labour in September, 1947.

The purpose of the scheme is to give financial assistance to boys and girls who possess aptitudes for skilled industrial occupations, to enable them to take up training away from home when no suitable training facilities are available in their own locality. In adopting the scheme, the fact was recognized that while scholarships are provided to enable boys and girls to obtain higher education with a view to entering the professions, there was no corresponding provision for a boy or girl to receive financial assistance in training away from home for a skilled craft or trade.

When a young person who obviously has the capacity for learning a skilled industrial occupation is unable to receive the necessary training, because of lack of facilities in his district and the inability of his parents to maintain him away from home, a double loss results, it is pointed out—first, to the individual, who is deprived of the possibility of pursuing an occupation for which he is clearly fitted, and, second, to the national economy, which cannot afford to waste his potential skill.

To be eligible for assistance under the scheme, application must be made before

the eighteenth birthday, and before employment away from home is taken up. The scheme provides for the payment of initial expenses by way of free fares to the employment and settling-in grants of 10s.; a weekly maintenance allowance so calculated as to provide for cost of board and lodgings, midday meals, laundry, fares between lodgings and workplace if not otherwise paid and the distance is over two miles, with a balance by way of a personal allowance varying from 9s. to 16s. according to age. Contributions towards the cost of weekly maintenance allowance will be sought from the employer and, according to family income and liabilities, may be required from the parents or guardians. The amount suggested as the employer's contribution is not less than one-fourth of the total after deduction of the parents' contribution.

Arrangements are made for the reception, lodging and welfare of the boy or girl, and periodical reports on regularity of attendance and progress are required from the employer. Continuance of the weekly maintenance allowance is contingent upon the satisfactory character of these reports.

Since the inception of the scheme, up to the end of 1949, 1,931 applications for assistance have been received, and at that date 1,283 boys and girls had been assisted, with 124 cases still under consideration.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index, advanced to a new high of 165·4 at June 1, as compared to 164·0 at May 1. The index stood at 160·5 on June 1, 1949. The latest increase was due almost entirely to higher meat prices which advanced the food index from 204·6 to 209·0. On average, fresh pork prices rose 6·3 cents per pound, beef prices 3·2 cents, lamb 4·4, and veal 1·9. Among other foods, butter declined 1·5 cents while fresh vegetables and lemons rose slightly. The index of clothing prices declined 0·1 point to 180·7, as lower prices for women's wear proved more important than slight increases in men's wear, piece goods and footwear. Home furnishings and services moved from 166·4 to 166·9 as a result of increases in galvanized ware and telephone rates in British Columbia. Fuel and light eased from 137·5 to 137·1 reflecting slightly lower prices for coal and coke. The miscellaneous group moved up 0·1 point to 132·4 due mainly to higher prices for automobile tires. The June rent index remained nominal at 132·7, whereas the July index will incorporate the results of a June rental survey.

From August 1939 to June 1950, the increase in the cost-of-living index was 64·1 per cent.

Cost of Living in Eight Cities

Cost-of-living indexes for seven of the eight regional cities registered narrow changes during April. Indexes for three centres moved up while four were lower. Edmonton remained unchanged at 160·4.

Among groups foods moved moderately, mainly reflecting fluctuations in butter, eggs, beef and coffee. Clothing and home furnishings and services recorded small changes at most centres while the miscellaneous items index was generally unchanged. Rents were not surveyed in May and, therefore, recorded no movement.

Composite city index changes between April 1 and May 1, 1950 were as follows: Vancouver +0·5 to 166·2; Winnipeg +0·3 to 159·3; Toronto +0·2 to 160·6;

Saint John -0·4 to 159·4; Montreal -0·3 to 166·2; Halifax -0·1 to 155·5 and Saskatoon -0·1 to 164·7. The Dominion index remained steady during the same interval at 162·7.

Wholesale Prices, April, 1950

The general index of wholesale prices advanced 0·8 point to 160·1 between March and April, 1950. Five of the eight major groups contributed to this increase. Vegetable Products and Iron Products led with equal gains to 1·4 points to 146·4 and 180·0 respectively. Wood Products increased 1·0 point to 192·5; Non-ferrous Metals and Non-metallic Minerals both moved up 0·2 point to 137·4 and 140·2. Animal Products at 166·8 and Textile Products at 162·4 were unchanged from the previous month. Chemical Products, the only group to register a decline, moved down 0·2 point to 117·2.

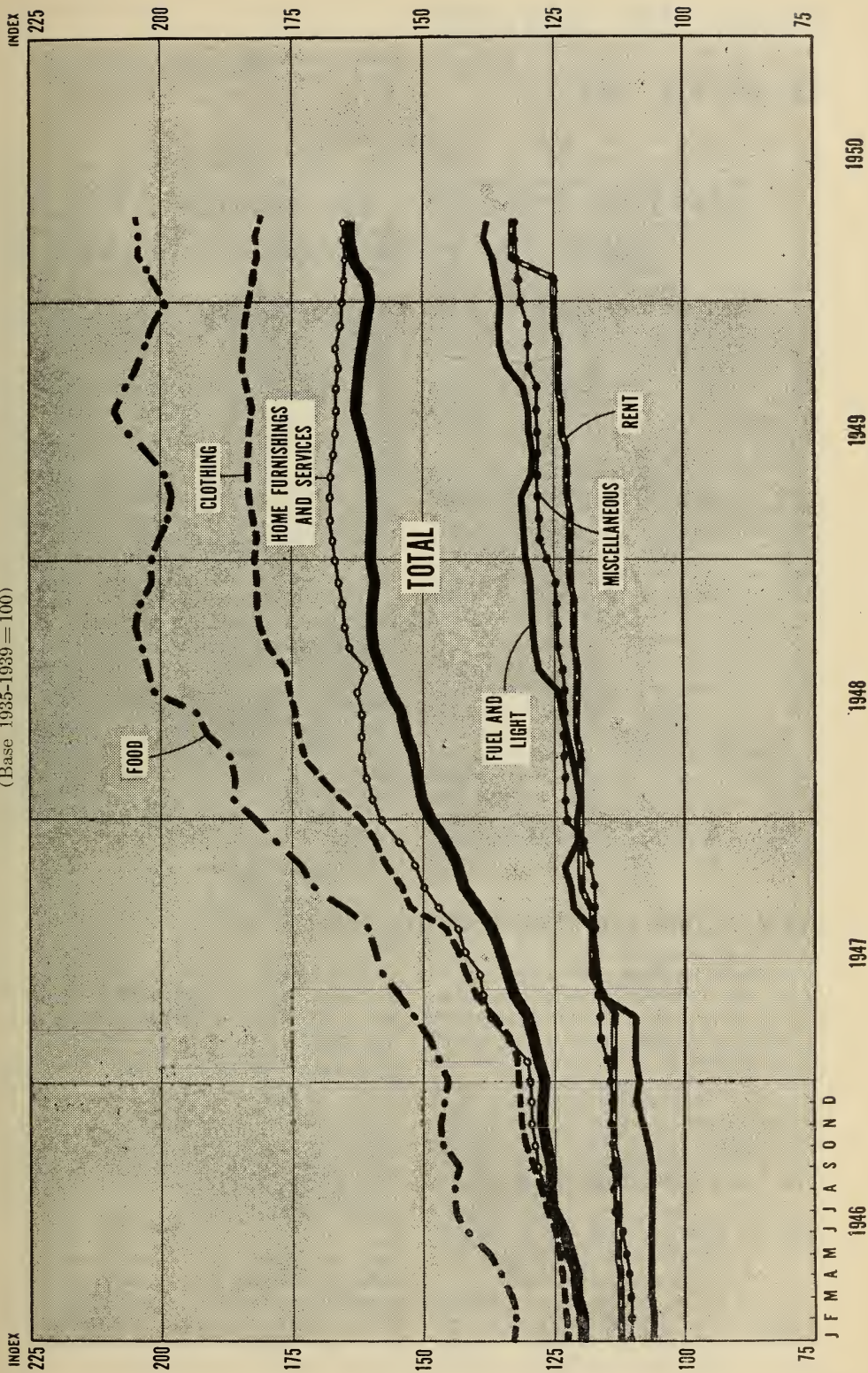
Among commodities which recorded increases between March and April, were the following: lemons 21·7 per cent, raw rubber 19·6 per cent, alum 16·8 per cent, rolled oats 16·0 per cent, cocoa beans (African) 11·2 per cent, lambs, Toronto, 11·1 per cent, steer carcass, Montreal, 9·6 per cent, cocoa butter 9·5 per cent, oats (western average) 9·4 per cent, western cedar shingles 8·9 per cent, corn meal 8·7 per cent. Decreases were registered in the same period for the following: onions, Toronto, 30·7 per cent, crushed stone 13·4 per cent, fresh milk, Halifax, 12·8 per cent, sodium bichromate 10·7 per cent, steer hides 9·5 per cent, sand, Toronto, 9·4 per cent, canned cherries 9·4 per cent, pork carcass 9·1 per cent, soya bean oil 8·1 per cent, chocolate liquor 6·7 per cent.

The wholesale price index of Canadian Farm Products rose 1·0 point between March and April to 148·4. Animal Products rose 1·4 points to 187·4; higher prices for livestock and wool outweighing declines in hides and skins, fresh milk and eggs. All components of the Field Products group, with the exception of potatoes and onions, recorded small gains which moved the index up 0·7 point to 125·1.

* See Tables F-1 to F-6.

COST OF LIVING IN CANADA FROM JANUARY, 1946

(Base 1935-1939 = 100)



STRIKES AND LOCKOUTS*

Canada, May, 1950

Slight increases were recorded in the number of strikes and lockouts, the number of workers involved, and the resulting time loss, as compared with the low level of the previous month. In comparison with May, 1949, with a loss of 174,000 days, the current month showed a loss of only 24,000 days. Four work stoppages which caused the greatest amount of time loss were: iron-ore miners at Bell Island, Nfld., cotton and rayon underwear factory workers at Sherbrooke, P.Q., hardware factory workers at Peterborough, Ont., and plumbing supplies factory workers at London, Ont.

Preliminary figures for May, 1950, show 23 strikes and lockouts in existence, involving 3,488 workers, with a time loss of 23,874 man-working days, as compared with 20 strikes and lockouts in April, 1950, with 2,585 workers involved and a loss of 14,640 days. In May, 1949, there were 23 strikes and lockouts, involving 10,532 workers, and a loss of 173,925 days.

For the first five months of this year there was little change in the number of strikes and lockouts and in the number of workers involved, but the time loss declined substantially, being less than one-quarter of that in the first five months of 1949. Cumulative totals for 1950 show 56 strikes and lockouts, involving 14,581 workers, with a time loss of 129,420 man-working days. For the similar period last

year there were 50 strikes and lockouts, with 16,608 workers involved, and a loss of 530,535 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in May, 1950, was 0.03 per cent of the estimated working time; 0.02 per cent in April, 1950; 0.21 per cent in May, 1949; 0.03 per cent for the first five months of 1950; and 0.13 per cent for the first five months of 1949.

Of the 23 strikes and lockouts in existence during May, 1950, three were settled in favour of the workers, two in favour of the employers, four were compromise settlements, and four were indefinite in result, work being resumed pending final settlement. At the end of the month 10 work stoppages were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and textile products factory workers at St. Lambert, P.Q., August 29, 1949.

* See Tables G-1 and G-2.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1950, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in March, 1950, was 143 and 24 were still in progress from the previous month, making a total of 167 during the month.

In all stoppages of work in progress in the period there were 29,500 workers involved and a time loss of 124,000 working days was caused.

Of the 143 disputes leading to stoppages of work which began in March, nine, directly involving 2,400 workers, arose out of demands for advances in wages, and 56, directly involving 6,700 workers, on other wage questions; 23, directly involving 4,000 workers, on questions respecting the employment of particular classes or persons; 48, directly involving 4,400 workers, on other questions respecting working arrangements; and three, directly involving 500 workers, on questions of trade union principle. Four stoppages, directly involving 1,400 workers, were in support of workers involved in other disputes.

United States

Preliminary figures for April, 1950, show 400 strikes and lockouts beginning in the month, in which 160,000 workers were involved. The time loss for all strikes and

lockouts in progress during the month was 3,150,000 man-days. Corresponding figures for March, 1950, are 260 strikes and lockouts, involving 80,000 workers, with a time loss of 3,750,000 days.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1950		1949	1948	1944	1939
	May	April	April	April	April	April
Labour Force—						
Civilian labour force(1).....000		5, 108	4, 899	4, 825	†	†
Employed(1).....000		4, 796	4, 700	4, 669	†	†
Male(1).....000		3, 751	3, 730	3, 687	†	†
Female(1).....000		1, 045	970	982	†	†
Paid workers(1).....000		3, 397	3, 291	3, 245	†	†
Unemployed(1).....000		312	199	156	†	†
Index of employment, 8 leading industries(2).....	188·7	187·9	187·6	186·6	180·5	104·9
Unemployment in trade unions(2).....%		4·4	3·2	3·1	0·9	15·7
Immigration.....No.	8, 362	7, 515	9, 092	9, 416	855	2, 142
Adult males.....No.	3, 655	2, 922	4, 242	4, 430	169	640
Earnings and Hours—						
Total labour income.....\$000, 000	642	633	610	551	†	†
Per capita weekly earnings, 8 leading industries \$	44·99	44·88	43·35	39·04	32·37	†
Average hourly earnings, manufacturing.....c	102·4	101·7	98·2	89·0	†	†
Average hours worked per week, manufacturing..	42·6	42·8	42·9	43·2	†	†
Real weekly earnings, manufacturing(4).....	108·7	108·5	108·1	103·7	†	†
National Employment Service—						
Unplaced applicants (1st of month).....	387·5	428·2	246·6	193·8	65·3	†
Unfilled vacancies (1st of month).....	31·4	24·0	31·3	38·3	142·5	†
Placements, weekly average.....	18·8	13·4	14·1	14·2	†	†
Unemployment Insurance—						
Ordinary live claims.....000	209·9	265·4	185·8	136·4	16·4	†
Balance in fund.....\$000, 000	581·0	580·3	532·4	454·1	196·3	†
Price Indexes—						
Wholesale(2).....	161·8	160·1	157·5	148·9	102·9	73·4
Cost of living index(5).....	164·0	164·0	159·3	151·6	119·1	100·6
Residential building materials(5).....	230·6	227·2	229·5	211·0	146·6(7)	102·3(7)
Production—						
Industrial production index (5).....	195·6	191·0	184·7	184·1	200·8	102·2
Mining production index (5).....		145·2	125·0	137·3	105·6	109·8
Manufacturing index (5).....	203·5	199·2	194·2	193·2	222·4	100·8
Electric power.....000, 000 k. w. h.	4, 417	4, 062	4, 150	3, 727	3, 277	2, 197
Construction—						
Contracts awarded.....\$000, 000	112·0	112·9	76·8	80·8	27·7	12·3
Dwelling units, started.....000		7·4	8·5	8·3	†	†
Completed.....000		5·4	7·3	6·7	†	†
Under construction.....000	50·9	50·2	48·1	39·2	†	†
Pig iron.....000 tons	195·9	185·3	180·7	170·8	170·4	46·3
Steel ingots and castings.....000 tons	290·9	279·3	270·0	264·3	260·8	99·8
Inspected slaughtering, cattle.....000	102·8	89·8	87·5	102·6	93·5	57·5
Hogs.....000	433·8	403·3	339·7	419·9	793·3	259·2
Flour production.....000, 000 bbls	1·69	1·63	1·58	1·95	1·95	1·11
Newsprint.....000 tons	459·9	422·8	442·4	385·6	236·4	220·8
Cement producers' shipments.....000, 000 bbls		1·4	1·5	1·3	3·9	2·7
Automobiles and trucks.....000	35·3	26·4	26·7	24·2	11·1	16·9
Gold.....000 fine oz.		369·7	326·9	286·1	245·6	406·4
Copper.....000 tons		22·5	22·5	20·8	22·5	24·5
Lead.....000 tons		10·6	11·3	13·1	12·6	15·3
Nickel.....000 tons		11·2	10·6	13·3	11·6	9·2
Zinc.....000 tons		23·4	17·3	19·3	22·6	14·6
Coal.....000 tons		1, 316	1, 229	1, 605	1, 236	912
Crude petroleum.....000 bbls			1, 845	797	838	559
Distribution—						
Wholesale sales index, unadjusted (5).....		278·9	291·7	285·1	173·7	97·7
Retail sales.....\$000, 000		647·6	673·2	573·2	†	†
Imports, excluding gold.....\$000, 000	290·2	230·9	242·7	226·7	137·5	41·9
Exports, excluding gold.....\$000, 000	287·0	205·5	237·8	212·3	282·9	50·3
Railways—						
Revenue freight, ton miles.....000, 000			4, 598	4, 686	5, 342	1, 957
Car loadings, revenue freight.....000	338·0	292·0	309·2	333·8	285·0	179·0
Banking and Finance—						
Common stocks, index (5).....	128·7	125·9	106·4	109·1	79·3	87·7
Preferred stocks, index (5).....	157·3	154·4	140·9	144·2	118·7	95·2
Bond yields, Dominion, index (5).....	90·2	90·7	84·4	96·5	97·3	96·3
Cheques cashed, individual accounts.....\$000, 000	7, 990	7, 443	7, 267	6, 868	4, 561	2, 473
Bank loans, current, public.....\$000, 000	2, 234	2, 226	2, 093	1, 851	867	814
Money supply.....\$000, 000	4, 479	4, 483	4, 252	4, 052	3, 153(6)	1, 370(6)
Circulating media in hands of public.....\$000, 000	1, 138	1, 178	1, 188	1, 126	893(6)	281(6)
Deposits.....\$000, 000	3, 341	3, 305	3, 064	2, 926	2, 163(6)	1, 089(6)

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as at March 4, 1950, March 5, 1949, Feb. 21, 1948. (2) Average 1926=100. (3) Figures are as at March 31, 1950, 1949, 1948, 1944, 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) Average 1937-39=100. (6) Year end figures. (7) Annual index.

A—Labour Force

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,373	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
Total.....	39,044	32,957	23,216	95,217
1950—				
January.....	1,234	1,414	1,062	3,710
February.....	1,906	1,676	1,377	4,959
March.....	2,284	1,862	1,655	5,801
Total (3 months 1950).....	9,371	8,291	5,603	23,265
Total (3 months 1949).....	13,613	11,201	7,543	32,357

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,352
December.....	102	848	2,645	1,134	435	5,164
Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—January.....	115	641	1,988	703	263	3,710
February.....	127	874	2,694	779	485	4,959
March.....	145	1,103	3,049	1,063	441	5,801
Total (3 months 1950).....	387	2,618	7,731	2,545	1,189	14,470
Total (3 months 1949).....	637	4,184	12,422	4,232	1,790	23,265

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
December.....	1,016	228	397	180	132	1,953
Total.....	18,118	5,938	8,336	2,998	3,654	39,044
1950—January.....	483	152	278	180	141	1,234
February.....	970	252	386	160	138	1,906
March.....	1,162	278	492	181	171	2,284
Total (3 months 1950).....	2,615	682	1,156	521	450	5,424
Total (3 months 1949).....	4,341	1,385	2,235	752	658	9,371

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1948—Average.....	52	202	40	154	126	20	593
1948—March.....	47	189	28	140	120	19	544
April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642
1950—January.....	43	213	37	166	140	22	620
February.....	43	216	37	166	141	21	625
March.....	41	218	39	168	145	22	633

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At April 1, employers in the eight leading industries reported a total employment of 1,966,408 and total payrolls of \$88,226,614.

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.					
				Employment			Payrolls		
	Apr. 1 1950	Mar. 1 1950	Apr. 1 1949	Apr. 1 1950	Mar. 1 1950	Apr. 1 1949	Apr. 1 1950	Mar. 1 1950	Apr. 1 1949
	\$	\$	\$						
(a) PROVINCES									
Maritime Provinces	39.69	39.77	38.00	107.5	106.5	109.8	194.5	193.2	190.4
Prince Edward Island.....	35.36	36.47	30.73	138.1	132.2	152.2	222.9	220.2	216.0
Nova Scotia.....	40.45	39.71	37.60	99.5	98.5	103.1	177.7	172.6	170.9
New Brunswick.....	38.93	40.04	39.04	119.1	118.5	119.0	222.3	227.5	223.2
Quebec	43.01	42.97	41.92	117.4	116.8	117.5	210.6	209.5	205.5
Ontario	46.33	46.16	44.56	124.2	124.2	124.1	212.6	211.8	204.1
Prairie Provinces	44.85	44.87	43.43	131.3	130.7	129.4	222.5	221.5	212.2
Manitoba.....	44.04	44.21	42.98	129.1	126.1	124.6	209.8	210.6	202.2
Saskatchewan.....	43.52	43.81	41.75	114.7	113.7	115.2	192.3	191.9	185.7
Alberta.....	46.45	46.18	44.80	148.8	147.4	144.7	258.3	254.5	242.0
British Columbia	47.44	46.92	45.88	140.0	134.8	140.0	233.6	222.4	225.4
CANADA	44.87	44.74	43.35	122.9	122.2	122.9	213.9	212.1	206.5
(b) CITIES									
Montreal.....	43.36	43.27	41.87	131.2	130.8	129.8	221.7	220.8	212.2
Quebec.....	36.94	36.84	35.45	109.8	109.1	113.1	196.6	194.6	194.4
Toronto.....	45.89	45.46	44.08	134.8	133.7	130.7	231.1	227.2	214.8
Ottawa.....	38.65	38.80	37.61	127.8	125.8	128.5	213.6	210.9	208.8
Hamilton.....	48.31	48.05	46.61	121.2	121.1	123.2	212.1	210.9	208.9
Windsor.....	54.06	53.03	51.05	114.6	125.7	122.6	166.8	170.4	168.2
Winnipeg.....	40.81	40.77	39.15	129.5	129.7	128.4	207.2	207.3	197.2
Vancouver.....	45.03	44.79	43.51	152.9	149.8	157.3	255.9	252.5	256.8
Halifax.....	36.86	36.16	35.70	128.1	126.9	128.9	206.6	201.0	200.9
St. John.....	36.42	37.48	36.34	131.4	131.5	145.3	222.8	229.3	246.2
Sherbrooke.....	37.06	37.67	36.39	114.8	113.9	118.3	205.4	207.7	207.4
Three Rivers.....	42.66	42.14	42.77	121.0	120.2	124.7	199.0	195.3	205.6
Brantford.....	46.10	45.85	45.05						
Kitchener-Waterloo.....	42.53	42.04	40.67	133.7	133.6	132.6	250.9	247.6	237.8
London.....	42.50	42.69	40.66	155.6	152.8	145.9	260.4	256.3	233.2
Fort William-Port Arthur.....	45.92	46.27	44.79	70.0	68.0	75.2	123.3	120.7	126.9
*St. Catharines.....	50.93	50.71	49.49						
Regina.....	39.25	38.95	37.08	128.9	128.3	128.3	216.2	214.6	202.2
Saskatoon.....	38.96	39.00	36.72	143.9	140.0	138.3	256.0	240.2	231.7
Calgary.....	43.50	43.50	42.09	142.7	141.1	135.4	246.3	243.7	225.9
Edmonton.....	42.16	42.02	40.76	179.1	175.6	165.1	306.8	299.8	272.2
Victoria.....	43.71	43.06	41.88	145.3	144.2	147.2	251.4	245.8	244.9
(c) INDUSTRIES									
Manufacturing.....	46.17	45.85	44.54	119.2	118.9	120.8	212.0	210.0	207.4
Durable Goods(1).....	49.34	48.94	47.51	112.8	112.5	117.6	198.0	196.0	198.7
Non-Durable Goods.....	43.00	42.74	41.50	123.5	123.0	122.2	225.4	223.3	215.7
Electric Light and Power.....	51.07	50.91	48.14	160.2	160.3	156.0	260.2	250.4	238.3
Logging.....	41.80	41.95	42.64	99.8	113.5	116.2	207.8	237.1	246.8
Mining.....	54.29	54.08	51.39	102.9	102.6	96.6	174.8	173.7	155.3
Communications.....	41.91	42.19	39.34	205.2	202.1	188.1	310.2	307.4	268.2
Transportation.....	53.15	52.88	51.56	132.1	131.0	137.1	214.4	211.5	215.8
Construction and Maintenance.....	43.47	44.25	42.03	106.8	101.4	102.2	201.3	194.7	186.6
Services(2).....	29.60	29.72	27.95	141.6	139.1	142.0	252.9	249.5	230.5
Trade.....	38.46	38.33	36.78	145.8	145.1	141.1	234.8	232.8	217.7
Eight Leading Industries	44.87	44.74	43.35	122.9	122.2	122.9	213.9	212.1	206.5
Finance.....	42.58	41.81	41.11	151.2	149.8	143.8	221.9	215.7	203.9
Nine Leading Industries	44.76	44.61	43.25	124.0	123.2	123.7	214.3	212.2	206.4

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4, with the exception of electric light and power. (2) Mainly hotels and restaurants and laundries and dry-cleaning plants. * Includes Welland, Thorold and Merriton.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base:— June 1, 1941=100) (The latest figures are subject to revision) SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
June 1, 1941.....	100-0	100-0	100-0	\$ 25.25	100-0	100-0	100-0	\$ 25.57
Apr. 1, 1946.....	110-6	139-1	128-6	32.48	110-1	138-7	128-4	32.82
Apr. 1, 1947.....	118-3	163-9	141-5	35.73	116-2	160-8	140-7	35.98
Apr. 1, 1948.....	122-2	184-8	154-6	39.04	120-2	183-3	154-9	39.60
Jan. 1, 1949.....	128-4	204-5	162-8	41.10	120-7	196-6	165-4	42.28
Feb. 1, 1949.....	124-8	207-6	170-0	42.92	120-6	205-3	172-7	44.17
Mar. 1, 1949.....	123-7	207-5	171-4	43.27	120-8	206-6	173-6	44.39
Apr. 1, 1949.....	122-9	206-5	171-7	43.35	120-8	207-4	174-2	44.54
May 1, 1949.....	123-8	207-3	171-0	43.19	121-0	207-1	173-8	44.45
June 1, 1949.....	127-4	209-0	167-6	42.32	122-1	203-7	169-4	43.31
July 1, 1949.....	130-6	217-6	170-1	42.96	123-5	209-8	172-4	44.09
Aug. 1, 1949.....	131-3	218-9	170-3	43.01	122-9	208-5	172-2	44.04
Sept. 1, 1949.....	132-4	222-0	171-4	43.27	124-5	212-1	172-9	44.20
Oct. 1, 1949.....	132-4	223-8	172-5	43.55	124-2	214-4	175-4	44.84
Nov. 1, 1949.....	132-3	224-8	173-5	43.80	122-9	213-6	176-4	45.10
Dec. 1, 1949.....	132-2	224-7	173-5	43.81	121-7	212-9	177-5	45.38
Jan. 1, 1950.....	127-0	208-9	167-8	42.38	118-9	199-8	170-6	43.62
Feb. 1, 1950.....	122-6	209-2	174-2	43.99	118-4	207-2	177-7	45.43
Mar. 1, 1950.....	122-2	212-1	177-2	44.74	118-9	210-0	179-3	45.85
Apr. 1, 1950.....	122-9	213-9	177-7	44.87	119-2	212-0	180-6	46.17

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average calendar year 1926=100) (The latest figures are subject to revision) SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
April 1, 1934.....	91-3	95-1	.....	.....	.....	85-1	98-7	83-3	.....	.....	.....	86-6
April 1, 1935.....	93-4	95-8	.....	.....	.....	85-9	100-7	86-9	.....	.....	.....	91-8
April 1, 1936.....	97-4	101-8	.....	.....	.....	91-4	103-4	90-5	.....	.....	.....	95-9
April 1, 1937.....	103-0	105-4	.....	.....	.....	102-2	108-8	89-4	.....	.....	.....	97-5
April 1, 1938.....	105-0	103-6	80-0	115-6	90-5	107-4	109-6	89-4	89-2	87-4	91-0	100-2
April 1, 1939.....	104-9	99-7	88-3	114-7	82-3	109-4	108-0	91-7	88-9	91-9	95-8	100-5
April 1, 1940.....	111-9	111-8	94-0	123-7	98-4	112-2	118-8	96-7	94-8	94-4	101-2	102-8
April 1, 1941.....	141-3	135-6	93-4	151-2	119-4	143-1	152-0	116-7	113-3	106-6	128-5	129-4
April 1, 1942.....	165-2	155-6	92-0	175-0	135-3	176-8	174-8	127-2	125-5	112-9	139-4	149-6
April 1, 1943.....	180-6	171-3	108-0	190-6	150-8	195-7	185-6	135-3	133-1	121-7	147-6	185-0
April 1, 1944.....	180-5	177-3	140-5	190-7	162-4	194-2	182-9	142-6	139-2	130-3	156-0	184-7
April 1, 1945.....	176-9	180-5	121-0	192-3	169-2	185-2	183-0	141-2	137-3	132-2	153-2	173-0
April 1, 1946.....	168-9	168-8	127-5	173-6	166-0	172-5	175-5	146-8	141-5	136-3	161-6	160-7
April 1, 1947.....	180-7	153-3	127-4	138-2	174-4	185-8	189-9	155-3	149-1	145-5	171-1	183-6
April 1, 1948.....	186-6	166-1	163-7	170-7	160-3	187-3	197-7	159-6	151-1	148-8	179-8	190-8
Jan. 1, 1949.....	196-0	177-2	151-8	178-2	177-6	198-2	206-1	173-9	162-4	158-0	201-8	192-4
Feb. 1, 1949.....	190-5	168-2	139-9	172-4	164-7	193-0	202-8	166-7	157-3	146-2	194-4	181-5
Mar. 1, 1949.....	188-9	167-1	139-1	170-3	164-8	190-2	201-8	165-6	156-4	145-9	192-3	179-6
April 1, 1949.....	187-6	167-4	163-0	173-1	160-5	184-8	200-2	166-0	155-4	146-8	194-6	188-8
May 1, 1949.....	189-1	163-3	139-8	170-7	155-2	186-4	200-1	170-5	159-9	153-0	198-0	196-9
June 1, 1949.....	194-5	169-0	151-2	176-4	160-7	194-6	202-4	177-4	163-7	165-1	206-3	204-7
July 1, 1949.....	199-5	187-4	152-8	202-0	176-6	198-0	206-4	181-8	168-0	167-3	212-2	209-1
Aug. 1, 1949.....	200-5	188-9	157-6	203-8	171-7	199-4	205-5	185-6	170-7	169-7	218-2	212-6
Sept. 1, 1949.....	202-1	190-4	165-3	205-7	172-1	199-5	208-3	186-6	171-7	169-9	220-0	215-1
Oct. 1, 1949.....	202-2	192-0	165-9	208-8	172-0	199-5	209-2	185-9	173-6	170-8	214-3	211-9
Nov. 1, 1949.....	202-0	188-6	165-0	206-1	167-5	202-0	208-6	185-2	173-1	171-8	212-3	208-7
Dec. 1, 1949.....	201-8	193-7	171-4	208-0	166-2	201-9	208-7	184-5	172-0	170-8	212-4	203-2
Jan. 1, 1950.....	194-0	172-9	157-7	173-7	172-9	191-4	205-1	178-3	166-5	160-5	207-7	193-2
Feb. 1, 1950.....	187-2	165-5	148-2	168-3	163-1	185-8	201-0	168-9	159-5	145-4	198-4	174-9
Mar. 1, 1950.....	186-6	162-3	141-6	165-3	159-8	183-8	200-3	167-7	157-3	144-8	198-3	181-9
April 1, 1950.....	187-6	163-8	147-9	167-1	160-7	184-6	200-3	168-5	157-3	146-1	200-1	188-9
Relative Weight of Employment by Provinces and Economic Areas as at April 1, 1950.....	100-0	6-5	0-2	3-6	2-7	28-7	43-4	12-1	5-4	2-2	4-5	9-3

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.					
				Employment			Payrolls		
	Apr. 1 1950	Mar. 1 1950	Apr. 1 1949	Apr. 1 1950	Mar. 1 1950	Apr. 1 1949	Apr. 1 1950	Mar. 1 1950	Apr. 1 1949
	\$	\$	\$						
Manufacturing.....	46.17	45.85	44.54	119.2	118.9	120.8	212.0	210.0	207.4
Animal products—edible.....	46.24	45.23	43.40	119.4	116.8	117.6	217.9	208.4	200.8
Fur and products.....	41.95	43.00	40.07	131.8	130.3	139.6	206.6	209.5	209.1
Leather products.....	33.29	33.30	33.08	106.9	107.2	110.8	189.2	189.5	193.5
Boots and shoes.....	32.07	32.11	32.18	106.7	107.2	113.2	192.7	193.7	205.2
Lumber and its products.....	40.50	40.84	39.32	117.2	115.0	116.9	220.0	216.1	212.7
Rough and dressed lumber.....	42.23	42.36	40.78	111.4	108.4	107.8	220.4	215.0	206.5
Furniture.....	39.38	39.63	38.35	160.0	159.3	154.7	229.6	230.2	220.4
Other lumber products.....	37.87	37.03	35.98	100.5	99.5	116.7	204.4	199.5	226.5
Plant products—edible.....	38.92	38.92	37.56	128.8	128.1	120.6	217.9	219.8	200.7
Pulp and paper products.....	31.71	51.26	49.68	138.2	138.1	138.0	240.9	238.7	230.9
Pulp and paper.....	58.23	58.45	57.06	121.0	120.2	126.7	223.2	222.6	229.1
Paper products.....	42.36	41.66	39.43	168.1	168.7	162.9	294.4	290.6	265.1
Printing and publishing.....	49.47	48.53	46.32	148.3	148.9	142.7	246.3	242.5	221.7
Rubber products.....	46.88	46.75	45.73	125.9	126.4	124.9	251.7	252.2	243.6
Textile products.....	36.40	36.14	35.26	118.9	118.3	119.6	225.8	223.1	220.4
Thread, yarn and cloth.....	39.74	39.72	38.61	113.8	113.7	115.9	239.6	239.2	236.8
Cotton yarn and cloth.....	38.87	38.79	38.32	97.3	97.1	95.8	196.0	195.2	190.2
Woolen yarn and cloth.....	37.75	37.76	36.80	101.1	100.5	112.1	214.3	213.2	230.5
Synthetic silk and silk goods.....	42.29	42.52	40.65	152.0	151.7	153.1	350.6	351.7	335.7
Hosiery and knit goods.....	33.21	32.92	31.53	111.7	112.7	120.6	203.3	203.3	209.6
Garments and personal furnishings.....	33.97	33.47	33.08	134.9	132.8	131.0	236.6	229.6	224.2
Other textile products.....	38.34	38.08	36.99	95.1	95.1	96.2	180.5	179.3	176.0
Tobacco.....	40.28	39.56	38.36	126.6	133.8	125.0	284.4	295.2	267.3
Beverages.....	49.04	48.65	47.38	162.4	159.1	157.3	268.5	261.1	251.7
Chemicals and allied products.....	49.33	49.07	47.53	99.1	98.0	96.5	179.4	176.6	168.6
Clay, glass and stone products.....	47.71	47.44	45.47	140.7	139.3	136.7	272.6	268.5	253.1
Electric light and power.....	51.07	50.91	48.14	160.2	160.3	156.0	260.2	259.4	258.3
Electrical apparatus.....	49.85	49.08	47.95	170.4	168.7	167.5	317.8	309.8	300.7
Iron and steel products.....	51.53	50.94	49.51	104.1	104.6	111.0	176.4	175.1	180.6
Crude, rolled and forged products.....	53.77	53.56	52.04	130.4	129.8	143.8	190.4	188.9	202.6
Machinery (other than vehicles).....	49.44	48.84	47.30	106.2	105.5	117.7	183.2	179.9	195.3
Agricultural implements.....	51.19	51.57	50.47	190.5	181.4	212.8	361.1	346.4	397.3
Land vehicles and aircraft.....	53.66	52.90	51.17	98.6	101.5	102.8	162.8	165.3	161.9
Automobiles and parts.....	56.94	55.43	52.98	114.1	122.7	116.5	168.9	176.8	160.7
Steel shipbuilding and repairing.....	47.64	45.48	47.05	73.5	69.1	83.3	116.8	104.8	130.8
Heating appliances.....	44.89	44.64	44.36	146.7	151.0	149.9	249.1	255.0	251.7
Iron and steel fabrication (n.e.s.).....	51.66	51.16	48.50	98.4	98.2	98.4	214.6	212.3	200.3
Foundry and machine shop products.....	51.62	50.85	47.57	83.1	83.4	96.9	200.1	206.8	218.1
Other iron and steel products.....	48.31	47.67	46.71	97.3	96.6	100.8	171.5	168.2	172.3
Non-ferrous metal products.....	51.11	51.13	48.96	111.1	111.0	120.4	210.1	210.1	215.6
Non-metallic mineral products.....	56.12	55.74	53.96	120.6	119.9	117.3	231.6	228.5	216.0
Miscellaneous.....	39.36	39.17	38.23	160.4	162.0	149.4	281.4	282.9	271.3
Logging.....	41.80	41.95	42.64	99.8	113.5	116.2	207.8	237.1	246.8
Mining.....	54.29	54.08	51.39	102.9	102.6	96.6	173.7	155.3	
Coal.....	51.96	51.57	47.75	97.9	99.5	99.3	199.9	201.4	186.4
Metallic ores.....	56.68	56.47	54.28	92.7	92.4	90.7	144.9	143.9	135.7
Non-metallic minerals (except coal).....	51.44	51.48	48.62	157.1	152.7	113.2	297.7	289.7	203.2
Communications.....	41.91	42.19	39.34	205.2	202.1	188.1	310.2	307.4	268.2
Telegraphs.....	44.92	46.15	44.81	121.0	119.4	119.5	213.3	216.2	210.1
Telephones.....	41.14	41.18	38.25	224.2	221.0	207.5	330.2	325.9	284.1
Transportation.....	53.15	52.88	51.56	132.1	131.0	137.1	214.4	211.5	215.8
Street railways, cartage and storage.....	47.43	47.22	45.44	153.6	153.5	151.4	250.0	248.8	235.5
Steam railway operations.....	59.45	58.86	58.60	128.9	127.2	130.0	211.5	206.8	231.6
Shipping and stevedoring.....	43.35	44.42	41.15	92.9	91.5	117.2	155.3	150.5	185.7
Construction and Maintenance.....	43.47	44.25	42.03	106.8	101.4	102.2	201.3	194.7	186.6
Building.....	46.78	46.29	45.00	148.3	143.1	143.2	242.4	231.4	225.3
Highway.....	38.53	40.78	36.34	77.5	73.0	70.7	154.7	154.4	133.5
Railway.....	41.81	43.71	42.05	86.5	79.7	86.9	182.4	175.6	184.2
Services (as listed below).....	29.60	29.72	27.95	141.6	139.1	142.0	252.9	249.5	239.5
Hotels and restaurants.....	27.22	27.74	26.13	146.3	144.4	146.1	263.3	264.8	252.7
Personal (chiefly laundries).....	29.78	28.87	28.67	126.3	124.5	127.5	211.5	202.0	204.3
Trade.....	38.46	38.33	36.78	145.8	145.1	141.1	234.8	232.8	217.7
Retail.....	35.94	35.92	34.29	143.0	141.5	138.3	234.5	231.8	216.7
Wholesale.....	44.83	44.29	43.01	156.4	157.9	151.8	235.5	234.9	219.8
Eight Leading Industries.....	44.87	44.74	43.35	122.9	122.2	122.9	213.9	212.1	206.5
Finance.....	42.58	41.81	41.11	151.2	149.8	143.8	221.9	215.7	203.9
Banks and trust companies.....	38.14	38.19	37.08	160.6	160.4	154.8	235.0	235.0	220.4
Brokerage and stock market.....	53.43	51.92	49.40	154.6	154.6	154.1	239.4	232.6	221.2
Insurance.....	47.86	46.07	46.22	138.9	135.7	128.9	207.0	194.7	185.6
Nine Leading Industries.....	44.76	44.61	43.25	124.0	123.2	123.7	214.3	212.2	206.4

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation*, D.B.S.

Industries	April 1, 1950				March 1, 1950		April 1, 1949	
	Men	Women	Men	Women	Men	Women	Men	Women
	No.	No.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.
Manufacturing	804,432	239,733	77.0	23.0	77.1	22.9	77.4	22.6
Animal products—edible.....	27,075	5,950	82.0	18.0	82.4	17.6	81.5	18.5
Fur and products.....	2,810	1,274	68.8	31.2	68.4	31.6	67.8	32.2
Leather and products.....	18,474	12,049	60.5	39.5	60.8	39.2	60.8	39.2
Boots and shoes.....	11,032	8,370	56.9	43.1	57.3	42.7	56.9	43.1
Lumber and products.....	72,343	6,529	91.7	8.3	91.5	8.5	91.6	8.4
Rough and dressed lumber.....	44,818	2,408	94.9	5.1	94.8	5.2	94.7	5.3
Furniture.....	17,190	2,177	88.8	11.2	88.4	11.6	89.0	11.0
Other lumber products.....	10,335	1,944	84.2	15.8	84.1	15.9	85.1	14.9
Plant products—edible.....	37,898	18,433	67.3	32.7	67.1	32.9	68.4	31.6
Pulp and paper products.....	89,822	22,695	79.8	20.2	79.6	20.4	80.2	19.8
Pulp and paper.....	43,888	2,443	94.7	5.3	94.7	5.3	94.7	5.3
Paper products.....	13,658	7,740	63.8	36.2	63.7	36.3	62.8	37.2
Printing and publishing.....	32,476	12,512	72.2	27.8	71.9	28.1	72.2	27.8
Rubber products.....	16,232	5,155	75.9	24.1	75.6	24.4	76.6	23.4
Textile products.....	76,674	90,185	46.0	54.0	46.1	53.9	45.2	54.8
Thread, yarn and cloth.....	39,643	21,634	64.7	35.3	64.9	35.1	63.0	37.0
Cotton yarn and cloth.....	14,908	9,079	62.2	37.8	62.3	37.7	61.1	38.9
Woolen yarn and cloth.....	8,476	5,991	58.6	41.4	58.8	41.2	57.1	42.9
Synthetic silk and silk goods.....	12,060	4,866	71.3	28.7	71.3	28.7	68.5	31.5
Hosiery and knit goods.....	8,541	15,223	35.9	64.1	35.5	64.5	35.7	64.3
Garments and personal furnishings.....	19,983	45,853	30.4	69.6	30.5	69.5	29.6	70.4
Other textile products.....	8,507	7,475	53.2	46.8	52.9	47.1	53.1	46.9
Tobacco.....	4,871	6,393	43.2	56.8	43.5	56.5	44.3	55.7
Beverages.....	16,780	2,021	89.3	10.7	89.2	10.8	87.9	12.1
Chemicals and allied products.....	33,178	10,388	76.2	23.8	76.1	23.9	75.8	24.2
Clay, glass and stone products.....	19,024	2,353	89.0	11.0	89.0	11.0	89.0	11.0
Electric light and power.....	28,649	4,342	86.8	13.2	86.9	13.1	87.4	12.6
Electrical apparatus.....	38,865	15,241	71.8	28.2	72.0	28.0	71.3	28.7
Iron and steel products.....	257,323	21,694	92.2	7.8	92.2	7.8	92.5	7.5
Crude, rolled and forged products.....	33,836	1,648	95.4	4.6	95.3	4.7	95.5	4.5
Machinery (other than vehicles).....	23,491	3,242	87.9	12.1	87.9	12.1	88.7	11.3
Agricultural implements.....	16,299	921	94.7	5.3	94.3	5.7	94.6	5.4
Land vehicles and aircraft.....	105,506	6,646	94.1	5.9	94.1	5.9	94.2	5.8
Automobiles and parts.....	39,847	4,869	91.1	10.9	89.5	10.5	89.0	11.0
Steel shipbuilding and repairing.....	14,051	4,462	96.8	3.2	96.5	3.5	96.9	3.1
Heating appliances.....	7,695	526	93.6	6.4	93.7	6.3	93.5	6.5
Iron and steel fabrication (n.e.s.).....	10,093	888	91.9	8.1	92.0	8.0	92.1	7.9
Foundry and machine shop products.....	7,614	378	95.3	4.7	95.2	4.8	95.6	4.4
Other iron and steel products.....	38,738	6,983	84.7	15.3	84.8	15.2	84.9	15.1
Non-ferrous metal products.....	39,142	6,247	86.2	13.8	86.5	13.5	86.5	13.5
Non-metallic mineral products.....	13,830	1,422	90.7	9.3	90.5	9.5	91.3	8.7
Miscellaneous.....	11,442	7,362	60.8	39.2	60.5	39.5	62.9	37.1
Logging	46,460	940	98.0	2.0	98.0	2.0	97.9	2.1
Mining	83,836	1,918	97.8	2.2	97.8	2.2	97.7	2.3
Coal.....	24,482	213	99.1	0.9	99.1	0.9	99.0	1.0
Metallic ores.....	43,388	835	98.1	1.9	98.1	1.9	98.0	2.0
Non-metallic minerals (except coal).....	15,966	870	94.7	5.2	94.8	5.2	94.0	6.0
Communications	26,140	29,172	47.3	52.7	46.7	53.3	47.0	53.0
Telegraphs.....	6,745	1,492	81.9	18.1	81.7	18.3	81.4	18.6
Telephones.....	16,951	26,719	38.8	61.2	38.2	61.8	39.5	60.5
Transportation	160,136	10,457	93.9	6.1	93.8	6.2	94.0	6.0
Street railways, cartage and storage.....	57,150	4,330	93.0	7.0	93.0	7.0	93.2	6.8
Steam railway operation.....	83,107	5,161	94.2	5.8	94.0	6.0	94.1	5.9
Shipping and stevedoring.....	19,879	956	95.4	4.6	95.4	4.6	95.8	4.2
Construction and Maintenance	192,507	4,794	97.6	2.4	97.5	2.5	97.7	2.3
Building.....	99,954	3,326	96.8	3.2	96.7	3.3	97.0	3.0
Highway.....	55,287	1,326	97.7	2.3	97.6	2.4	97.5	2.5
Railway.....	37,266	142	99.6	0.4	99.6	0.4	99.7	0.3
Services (as specified below)	37,045	36,836	50.1	49.9	49.6	50.4	48.2	51.8
Hotels and restaurants.....	22,503	12,161	51.5	48.5	51.0	49.0	50.1	49.9
Personal (chiefly laundries).....	7,426	11,877	38.5	61.5	37.5	62.5	38.6	61.4
Trade	184,295	107,697	63.1	36.9	63.4	36.6	61.6	38.4
Retail.....	120,071	88,964	57.4	42.6	57.8	42.2	55.5	44.5
Wholesale.....	64,234	18,733	77.4	22.6	77.0	23.0	76.8	23.2
Eight Leading Industries	1,534,861	431,547	78.1	21.9	78.0	22.0	78.2	21.8
Finance	40,282	41,397	52.6	47.4	52.7	47.3	53.0	47.0
Banks and trust companies.....	26,175	26,861	49.4	50.6	49.4	50.6	49.4	50.6
Brokerage and stock market operations.....	2,403	1,323	64.5	35.5	64.3	35.7	64.7	35.3
Insurance.....	20,704	16,213	56.1	43.9	56.5	43.5	56.9	43.1
All Industries	1,584,143	475,944	76.9	23.1	76.9	23.1	77.1	22.9

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	no.	no.	no.	cts.	cts.	cts.
*April 1, 1945.....	43.6	44.2	42.7	70.4	78.0	60.9
April 1, 1946.....	44.4	44.6	44.2	68.4	75.1	61.8
April 1, 1947.....	43.2	43.4	43.1	77.6	84.8	70.5
*April 1, 1948.....	41.6	41.8	41.4	89.0	95.6	82.1
*Jan. 1, 1949.....	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949.....	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949.....	43.0	43.2	42.7	97.6	105.3	89.6
April 1, 1949.....	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949.....	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949.....	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949.....	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949.....	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949.....	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949.....	42.7	43.0	42.5	99.3	107.8	91.0
Nov. 1, 1949.....	42.8	42.8	42.9	99.5	108.0	91.4
*Dec. 1, 1949.....	42.9	43.0	42.9	100.0	108.7	91.5
*Jan. 1, 1950.....	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950.....	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950.....	42.5	42.6	42.5	101.4	109.8	93.1
April 1, 1950.....	42.8	43.0	42.6	101.8	110.0	93.6

*The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1, and by the Easter holidays in the case of April 1, 1945, and April 1, 1948.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Week Preceding	All Manufactures ¹		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
*April 1, 1945.....	32.48	30.69	35.78	34.48	28.73	26.07
April 1, 1946.....	32.69	30.37	35.34	33.49	30.30	27.32
April 1, 1947.....	35.87	33.52	38.59	36.80	33.38	30.39
*April 1, 1948.....	39.46	37.02	41.87	39.96	37.19	33.99
*Jan. 1, 1949.....	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949.....	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949.....	44.27	41.97	47.43	45.49	41.30	38.26
April 1, 1949.....	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949.....	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949.....	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949.....	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949.....	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949.....	44.05	41.72	47.35	45.31	41.12	38.15
Oct. 1, 1949.....	44.72	42.40	48.20	46.35	41.63	38.68
Nov. 1, 1949.....	44.95	42.59	48.15	46.22	42.09	39.21
Dec. 1, 1949.....	45.23	42.90	48.62	46.74	42.21	39.25
*Jan. 1, 1950.....	43.42	40.34	46.61	44.05	40.52	36.79
Feb. 1, 1950.....	45.25	42.68	48.33	46.21	42.49	39.26
Mar. 1, 1950.....	45.68	43.10	48.94	46.77	42.74	39.57
April 1, 1950.....	46.01	43.57	49.34	47.30	43.00	39.87

*See footnote to Table C-6. ¹Exclusive of electric light and power.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	April 1, 1950	March 1, 1950	April 1, 1949	April 1, 1950	March 1, 1950	April 1, 1949
Nova Scotia.....	44.1	43.2	43.9	92.2	91.6	87.7
New Brunswick.....	45.3	45.4	45.0	90.8	90.2	89.6
Quebec.....	44.4	44.1	44.4	91.5	91.1	89.2
Ontario.....	42.2	41.9	42.3	107.4	107.0	103.0
Manitoba.....	43.0	43.1	42.9	98.6	97.8	95.5
Saskatchewan.....	43.4	43.3	42.8	103.8	104.2	99.0
Alberta.....	43.0	42.7	42.9	102.5	102.8	99.2
British Columbia.....	38.6	38.2	38.6	121.3	121.7	118.8
Montreal.....	43.0	42.5	43.0	96.7	96.2	94.1
Toronto.....	41.2	40.7	41.2	106.2	105.6	102.3
Hamilton.....	40.8	40.8	42.9	119.2	118.4	109.1
Winnipeg.....	42.6	42.7	42.4	97.8	97.0	94.7
Vancouver.....	37.8	37.5	38.0	119.8	119.4	116.2

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Apr. 1 1950	Mar. 1 1950	Apr. 1 1949	Apr. 1 1950	Mar. 1 1950	Apr. 1 1949	Apr. 1 1950	Mar. 1 1950	Apr. 1 1949
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Manufacturing	42.8	42.5	42.9	101.8	101.4	98.2	43.57	43.10	42.13
*Durable manufactured goods	42.0	42.6	42.2	110.0	109.8	105.7	47.30	46.77	45.66
Non-durable manufactured goods	42.6	42.5	42.6	93.6	93.1	90.3	39.87	39.57	38.47
Animal products—edible	42.2	42.0	42.9	102.3	101.5	95.8	44.19	42.63	41.10
Dairy products	46.1	46.7	47.4	78.1	77.6	74.2	36.00	36.24	35.17
Meat products	43.5	41.8	42.6	111.7	110.6	105.3	48.59	46.28	44.36
Leather products	40.2	40.5	41.6	77.7	76.8	74.0	30.99	31.10	30.78
Leather boots and shoes	39.7	40.1	42.0	74.7	74.0	71.0	23.66	25.77	29.82
*Lumber products	41.9	41.6	41.7	93.0	93.1	89.8	38.97	38.73	37.45
Rough and dressed lumber	41.2	40.9	41.2	95.5	99.0	95.0	40.58	40.49	39.14
Containers	45.1	44.1	41.6	79.2	78.5	80.6	35.72	34.62	33.53
Furniture	42.3	42.5	42.4	87.8	87.7	85.4	37.14	37.27	36.21
*Musical instruments	44.5	44.5	44.7	86.8	87.0	84.3	38.63	38.72	37.68
Plant products—edible	43.2	43.3	42.4	79.5	79.6	77.9	34.34	34.47	33.03
Flour and other milled products	44.9	44.6	42.9	96.6	96.1	94.2	43.37	42.86	40.41
Fruit and vegetable preserving	40.8	40.9	40.0	80.1	78.6	77.9	32.68	32.15	31.16
Bread and bakery products	44.3	44.4	43.8	79.7	80.0	76.3	35.31	35.52	33.42
Chocolate and cocoa products	42.8	42.1	41.2	68.9	68.5	66.2	29.49	28.84	27.27
Pulp and paper products	45.0	44.9	44.7	111.4	110.7	107.9	50.13	49.70	48.23
Pulp and paper mills	48.6	48.7	48.0	114.3	114.3	113.8	55.55	55.66	54.62
Paper products	42.8	42.4	42.1	88.7	88.0	83.7	37.96	37.31	35.24
Printing and publishing	40.8	40.7	40.8	121.1	119.1	112.2	49.41	48.47	45.78
Rubber products	41.1	41.2	41.5	108.9	107.8	105.1	44.76	44.41	43.62
Textiles—all branches	41.5	41.4	41.6	81.5	81.2	79.1	33.82	33.62	32.91
Thread, yarn and cloth	44.0	44.3	44.1	85.2	84.8	83.1	37.49	37.57	36.65
Cotton yarn and cloth	43.4	43.4	43.1	86.4	86.2	85.4	37.50	37.41	36.81
Woolen yarn and cloth	43.4	43.7	43.9	80.9	80.6	78.7	35.11	35.22	34.55
Synthetic silk and silk goods	45.6	46.4	45.7	86.6	85.7	84.1	39.49	39.76	38.43
Hosiery and knit goods	40.6	40.4	40.7	75.8	75.7	73.2	30.77	30.58	29.79
Garments and personal furnishings	38.7	38.1	38.8	78.5	78.2	75.8	30.38	29.79	29.41
Tobacco	41.1	42.4	41.0	89.4	87.2	83.9	36.74	36.97	34.40
Beverages	42.8	42.2	42.3	102.5	102.2	98.9	43.87	43.13	41.93
Distilled and malt liquor	41.8	41.0	41.4	108.4	108.2	103.7	45.31	44.36	42.83
Chemicals and allied products	43.3	43.3	43.6	102.3	101.8	98.2	44.30	44.08	42.82
Drugs and medicines	41.2	41.1	41.0	85.2	84.9	81.7	35.10	34.89	33.50
*Clay, glass and stone products	45.6	45.4	45.4	100.6	100.1	96.0	45.87	45.45	43.58
Glass products	46.1	46.3	45.2	98.1	96.6	91.8	45.22	44.73	41.49
Lime, gypsum and cement products	46.4	47.1	46.4	100.3	100.2	95.5	46.54	47.19	44.31
*Electrical apparatus	41.5	41.1	41.4	113.3	112.1	109.7	47.02	46.07	45.42
Heavy electrical apparatus ¹	42.0	41.6	43.3	126.7	126.4	120.3	53.21	52.58	52.09
*Iron and steel products	43.3	42.7	43.7	115.3	115.1	110.1	49.92	49.15	48.11
Crude, rolled and forged products	42.9	43.0	45.2	121.8	120.9	112.5	52.25	51.99	50.85
Primary iron and steel	42.7	42.9	45.4	123.7	123.3	113.7	52.82	52.90	51.62
Machinery (other than vehicles)	43.3	42.8	43.8	107.9	107.2	102.9	46.72	45.88	45.07
Agricultural implements	39.6	40.2	42.2	125.2	124.5	114.8	49.58	50.05	49.59
Land vehicles and aircraft	44.7	43.6	43.7	118.2	118.4	115.0	52.84	51.62	50.26
Railway rolling stock	46.2	45.0	45.6	112.0	112.5	111.9	51.74	50.63	51.03
Automobiles and parts	43.2	42.1	41.6	126.9	126.1	122.0	54.82	53.09	50.75
Aeroplanes and parts	44.4	44.1	44.0	111.1	111.5	102.0	49.33	49.17	44.88
Steel shipbuilding and repairing	42.1	39.5	42.7	109.4	110.2	107.1	46.06	43.53	45.73
Iron and steel fabrications n.e.s.	42.2	41.9	42.6	112.0	111.5	103.7	47.26	46.72	44.18
Hardware, tools and cutlery	43.1	42.7	43.2	100.1	99.5	97.8	43.14	42.49	42.25
Foundry and machine shop products	44.1	43.8	42.6	115.8	114.7	109.1	51.07	50.24	46.48
Sheet metal work	42.5	41.6	42.9	104.7	104.4	100.0	44.50	43.43	42.90
*Non-ferrous metal products	43.7	43.8	43.8	109.8	109.5	105.8	47.98	47.96	46.34
Smelting and refining	45.5	45.2	45.0	118.5	118.4	115.2	53.92	53.52	51.84
Aluminum and its products	42.6	42.7	44.1	100.7	101.1	99.3	42.90	43.17	43.79
Brass and copper manufacturing	42.6	43.0	42.5	108.8	108.1	102.5	46.35	46.48	43.56
Non-metallic mineral products	42.2	42.0	42.1	121.9	121.0	116.4	51.44	50.82	49.00
Petroleum and its products	41.4	41.1	41.0	130.5	129.6	124.5	54.03	53.27	51.05
Miscellaneous manufactured products	41.6	41.7	42.2	88.1	87.6	82.7	36.65	36.53	34.90
Mining	43.7	43.8	42.3	120.7	120.7	117.5	52.75	52.87	49.70
Coal	39.2	39.0	36.6	131.3	130.8	127.3	51.47	51.01	46.59
Metallic ores	46.1	46.2	45.5	119.0	119.0	115.1	54.86	54.98	52.37
Non-metallic minerals (except coal)	44.0	44.5	42.6	109.8	109.7	105.8	48.31	48.82	45.07
Local Transportation²	45.5	45.6	45.5	104.3	103.7	98.4	47.46	47.29	44.77
Building Construction	40.3	40.0	40.5	112.2	111.7	108.9	45.22	44.68	44.10
Highway Construction	40.9	45.2	39.1	90.0	88.7	87.6	36.81	40.09	34.25
Services (as indicated below)	43.0	42.8	42.6	65.2	66.3	63.0	28.04	28.38	26.84
Hotels and restaurants	43.8	44.0	43.4	64.0	65.4	62.3	28.03	28.78	27.04
Personal (Chiefly laundries)	41.4	40.5	41.2	67.6	68.1	64.7	27.99	27.58	26.66

* Industries classed in the durable manufactured goods industries.

¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—Feb. 1, 1950, 238.9; March 1, 1950, 239.8; April 1, 1950, 240.4; at April 1, 1949, the index was 228.3

² Chiefly street and electric railways.³ For information respecting the sex distribution of the persons in recorded employment, see Table C-5.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.)

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	45.0	69.4	31.23	103.3	96.7	106.8
Monthly Average 1946.....	43.2	70.0	30.24	100.1	100.0	100.1
Monthly Average 1947.....	43.0	80.2	34.46	114.0	109.6	104.0
Monthly Average 1948.....	42.7	91.3	38.99	129.0	125.4	102.9
Monthly Average 1949.....	42.4	98.6	41.81	138.4	130.1	106.4
Week preceding:—						
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949.....	40.8	99.1	40.43	133.3	129.9	103.0
July 1, 1949.....	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949.....	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949.....	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949.....	42.8	99.5	42.59	140.9	130.8	107.7
December 1, 1949.....	42.9	\$1.000	42.90	142.0	130.7	108.6
January 1, 1950.....	42.6*	\$1.011	43.07*	142.5	130.3	109.4
February 1, 1950.....	42.3	\$1.009	42.68	141.2	130.7	108.0
March 1, 1950.....	42.5	\$1.014	43.10	142.6	132.4	107.7
April 1, 1950(1).....	42.8	\$1.018	43.57	144.2	132.7	108.7

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes have been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91; January 1, 1950, 39.9 hours, \$40.34.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(SOURCE: Form U.I.C. 757)

Month	UNFILLED VACANCIES			UNPLACED APPLICANTS		
	Male	Female	Total	Male	Female	Total
June 1945.....	123,691	50,055	173,746	46,309	23,597	69,906
June 1946.....	67,314	46,794	114,108	170,149	40,255	210,404
June 1947.....	62,770	39,870	102,640	94,170	32,311	126,481
June 1948.....	37,126	23,240	60,366	92,606	38,319	130,925
January 1949.....	11,996	13,063	25,059	150,474	36,185	186,659
February 1949.....	10,026	12,990	23,016	204,897	51,909	256,806
March 1949.....	10,187	13,544	23,731	209,866	51,898	261,764
April 1949.....	14,444	16,816	31,260	195,559	50,961	246,520
May 1949.....	21,673	21,840	43,513	158,794	44,932	203,726
June 1949.....	23,539	24,035	47,574	113,489	41,359	154,848
July 1949.....	20,679	21,775	42,454	103,275	44,216	147,491
August 1949.....	18,043	19,313	37,356	97,154	42,090	139,244
September 1949.....	19,940	22,620	42,560	97,684	39,667	137,351
October 1949.....	20,837	20,629	41,466	101,504	42,543	143,047
November 1949.....	14,535	15,200	29,735	122,664	49,702	172,366
December 1949.....	10,400	12,085	22,485	164,345	56,439	220,784
January 1950.....	7,971	9,748	17,719	218,769	55,188	273,957
February 1950.....	8,315	10,076	18,391	301,039	74,557	375,596
March 1950.....	9,614	11,429	21,043	300,352	75,646	375,998
April 1950.....	11,967	12,032	23,999	349,098	79,193	428,291*
May 1950.....	18,635	15,386	34,021	310,044	77,797	387,841
June 1950(1).....	25,038	16,375	41,413	184,335	70,062	254,397

(1) Latest figures subject to revision.

* This figure includes 57,383 persons (53,903 male and 3,430 female) who were claiming supplementary benefit but who were not registered with N.E.S. at February 28.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MAY 4, 1950

(Source: Form UIC 751)

Industry	Male	Female	Total	Change from March 30, 1950	
				Absolute	Percentage
Agriculture, Fishing, Trapping.....	1,768	571	2,339	+989	+73.3
Logging.....	730	3	733	+375	+104.7
Pulpwood.....	417	1	418	+277	+196.5
Lumber.....	273	2	275	+100	+57.1
Other logging.....	40	.....	40	-2	-4.8
Mining.....	732	11	743	-30	-3.9
Coal.....	59	1	60	-17	-22.1
Metallic ores—					
Iron.....	34	1	35	-20	-36.4
Gold.....	213	.....	213	-129	-37.7
Nickel.....	284	.....	284	+191	+205.4
Other metallic ores and non-metallic minerals.....	128	4	132	-65	-33.0
Prospecting and oil producing.....	14	5	19	+10	+111.1
Manufacturing.....	4,020	3,107	7,127	+1,446	+25.5
Food and kindred products.....	585	285	870	+322	+58.8
Textiles, apparel, etc.....	289	1,712	2,001	-3	-0.2
Lumber and finished lumber products.....	577	92	669	+286	+74.7
Pulp and paper products and printing.....	351	187	538	+53	+10.9
Chemicals and allied products.....	188	101	289	+36	+14.2
Products of petroleum and coal.....	33	26	59	+23	+63.9
Rubber products.....	139	24	163	+100	+158.7
Leather and products.....	76	135	211	-39	-15.6
Stone, clay and glass products.....	133	38	171	+55	+47.4
Iron and steel and products.....	369	51	420	+141	+50.5
Non-ferrous metals and products.....	341	58	399	+205	+105.7
Machinery.....	328	81	409	+120	+41.5
Electrical equipment and products.....	177	159	336	+41	+13.9
Transportation equipment and other manufacturing.....	434	158	592	+106	+21.8
Construction.....	2,567	77	2,644	+1,471	+125.4
Transportation and Storage.....	1,558	104	1,662	+942	+130.8
Communications, and other Public Utilities.....	203	221	424	-124	-22.6
Trade.....	2,658	2,224	4,882	+1,018	+26.3
Wholesale.....	791	454	1,245	+102	+8.9
Retail.....	1,867	1,770	3,637	+916	+33.7
Finance, Insurance, Real Estate.....	973	1,034	2,007	+344	+20.7
Service.....	3,417	8,024	11,441	+3,552	+45.0
Public.....	960	425	1,385	+269	+24.1
Domestic.....	214	3,781	3,995	+1,053	+35.8
Personal.....	1,287	3,460	4,747	+1,988	+72.1
Other service.....	956	358	1,314	+242	+22.6
All Industries.....	18,626	15,376	34,002	+9,983	+41.6

**TABLE D-3.—UNFILED VACANCIES AND UNPLACED APPLICANTS, BY
OCCUPATION AND BY SEX, AS AT MAY 4, 1950**

(Source: Form UIC 757)

Occupational Group	UNFILED VACANCIES			UNPLACED APPLICANTS		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	859	403	1,262	4,794	1,043	5,837
Clerical Workers.....	1,450	3,485	4,935	9,945	18,273	28,218
Sales Workers.....	2,125	1,209	3,334	5,154	11,048	16,202
Personal and Domestic Service Workers.....	1,195	7,363	8,558	19,147	13,916	33,063
Seamen.....	36	1	37	3,817	43	3,860
Agriculture and Fishing.....	1,896	5	1,904	3,865	1,023	4,888
Skilled and semiskilled Workers.....	6,074	2,238	8,312	135,148	16,480	151,628
Food and kindred products.....	104	46	150	1,876	1,073	2,949
Textiles, clothing, etc.....	152	1,687	1,839	3,047	9,382	12,429
Lumber and wood products.....	972	6	978	35,730	182	35,912
Pulp, paper and printing.....	124	12	136	681	509	1,190
Leather and products.....	45	73	118	1,759	1,023	2,782
Stone, clay and glass products.....	37	7	44	358	56	414
Metalworking.....	710	29	739	11,209	599	11,808
Electrical.....	78	57	135	2,134	355	2,489
Transportation equipment n.e.c.....	10	.....	10	691	117	808
Mining.....	124	.....	124	2,580	.....	2,580
Construction.....	1,320	.....	1,322	32,504	11	32,515
Transportation (except seamen).....	779	6	785	18,752	62	18,814
Communications and public utility.....	28	.....	28	810	9	819
Trade and service.....	295	218	513	2,039	1,117	3,216
Other skilled and semiskilled.....	1,068	68	1,136	12,955	1,553	14,508
Foremen.....	81	14	95	503	237	2,740
Apprentices.....	147	15	162	5,520	135	5,655
Unskilled Workers.....	5,000	679	5,679	128,174	15,971	144,145
Food and tobacco.....	116	106	222	3,368	4,406	7,774
Lumber and lumber products.....	160	15	175	8,533	394	8,927
Metalworking.....	305	12	317	3,725	299	4,024
Construction.....	1,317	.....	1,317	21,854	3	21,857
Other unskilled workers.....	3,102	546	3,648	90,694	10,869	101,563
Total.....	18,635	15,386	34,021	310,044	77,797	387,841

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND
PLACEMENTS FOR THE MONTH OF APRIL, 1950**

(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place- ments
Agriculture, Fishing, Trapping.....	1,164	909	750
Logging.....	726	318	266
Mining.....	315	303	239
Manufacturing.....	4,560	4,604	3,033
Food and kindred products.....	768	779	498
Textiles, apparel, etc.....	793	757	474
Lumber and finished lumber products.....	562	539	398
Pulp and paper products and printing.....	337	350	213
Chemicals and allied products.....	196	222	139
Products of petroleum and coal.....	38	35	23
Rubber products.....	80	62	41
Leather and products.....	99	96	60
Stone, clay and glass products.....	141	155	102
Iron and steel and products.....	315	317	217
Non-ferrous metals and products.....	226	206	151
Machinery.....	325	329	235
Electrical equipment and products.....	184	178	106
Transportation equipment and other manufacturing.....	496	579	376
Construction.....	2,903	2,885	2,242
Transportation and storage.....	1,110	1,016	721
Communications, and Other Public Utilities.....	186	200	126
Trade.....	2,768	3,037	1,699
Finance, Insurance, Real Estate.....	439	383	173
Service.....	6,597	6,004	4,184
All Industries.....	20,768	19,659	13,433

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS MARCH 31 TO MAY 4, 1950: UNPLACED APPLICANTS AS AT JUNE 1, 1950

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at June 1
					Regular	Casual		
Newfoundland.....	128	41	4,256	123	71	1	22,373	19,702
Corner Brook.....			887				3,850	2,822
Grand Falls.....	3		571	3	1		2,965	2,461
St. John's.....	125	41	2,798	120	70	1	15,558	14,419
Prince Edward Island.....	560	356	729	345	191	75	2,521	1,507
Charlottetown.....	301	160	467	231	126	61	1,454	737
Summerside.....	259	196	262	114	65	14	1,067	770
Nova Scotia.....	3,039	999	7,709	3,317	1,736	634	22,263	14,447
Amherst.....	222	2	495	232	210		1,190	522
Bridgewater.....	41	27	203	50	24	3	811	474
Halifax.....	1,241	708	2,912	1,506	595	404	5,450	4,835
Inverness.....	6		135	6	6		550	297
Kentville.....	130	51	610	144	46	3	2,214	1,120
Liverpool.....	29	6	98	29	24		466	207
New Glasgow.....	391	57	760	501	299	70	3,175	2,240
Springhill.....	2		180	1	1		468	204
Sydney.....	665	51	1,561	657	431	140	5,166	2,996
Truro.....	148	63	456	149	60	14	870	596
Yarmouth-Shelburne.....	44	4	299	42	40		1,903	956
New Brunswick.....	2,738	735	11,128	2,813	1,680	546	29,888	16,258
Bathurst.....	44	5	2,149	45	43	5	4,857	3,866
Campbellton.....	96	31	995	96	44	32	3,312	624
Edmundston.....	412	120	495	331	191	1	2,704	831
Fredericton.....	317	124	495	275	136	68	1,276	758
Minto.....	109	2	320	143	105	2	751	714
Moncton.....	1,017	216	2,468	1,100	536	328	6,376	3,179
Newcastle.....	48	9	548	55	43		3,142	862
Saint John.....	559	189	2,722	598	364	101	4,480	3,521
St. Stephen.....	35	13	278	68	50	2	1,615	1,527
Sussex.....	36	18	118	31	15	3	499	191
Woodstock.....	65	8	240	68	53	4	846	185
Quebec.....	19,392	6,690	57,426	18,154	11,165	1,109	144,985	79,995
Asbestos.....	45	26	132	25	10		374	260
Beauharnois.....	149	36	253	143	114		638	330
Buckingham.....	56	36	187	105	65	12	812	551
Causpescal.....	18	8	1,491	13	14		3,735	692
Chandler.....	101	48	2,904	52		52	6,866	1,363
Chicoutimi.....	255	86	751	273	115	25	2,710	1,044
Dolbeau.....	10		530	11	10		2,014	293
Drummondville.....	139	34	539	137	81	10	1,654	1,261
Farnham.....	49	41	164	54	45	8	698	405
Granby.....	194	151	514	261	138	12	1,080	751
Hull.....	561	155	1,328	479	352	2	3,421	1,656
Joliette.....	105	82	732	145	39	4	1,912	1,270
Jonquiere.....	109	36	508	91	52		2,439	1,133
Lachute.....	130	30	228	123	100	3	548	302
La Malbaie.....	22	8	1,371	16	13		3,549	463
La Tuque.....	519	134	686	240	458	2	713	380
Levis.....	178	69	1,052	183	103	13	3,744	1,989
Matane.....	90	56	1,229	64	39		3,755	1,348
Megantic.....	80	21	338	58	55		1,081	310
Mont Laurier.....	20	9	271	21	12		703	167
Montmagny.....	313	17	1,094	267	267		1,599	824
Montreal.....	10,141	3,888	19,264	8,778	5,474	649	38,514	32,313
Port Alfred.....	61	4	410	56	54	2	1,037	734
Quebec.....	1,422	563	4,236	1,719	716	138	12,791	6,936
Rimouski.....	14	9	2,814	17	12		5,431	2,100
Riviere du Loup.....	38	19	3,481	23	18		5,706	3,213
Rouyn.....	209	65	948	263	110	26	2,153	970
St. Agathe.....	201	39	251	191	160	1	864	235
St. Anne de Bellevue.....	112	17	223	110	95		491	270
St. Therese.....	155	44	230	140	95		1,087	557
St. Georges de Beauce.....	97	45	472	132	32		2,666	2,277
St. Hyacinthe.....	429	126	479	423	344	7	1,360	928
St. Jean.....	235	87	564	189	106	3	1,230	843
St. Jerome.....	255	64	601	223	172		1,441	722
St. Joseph d'Alma.....	15	3	615	19	13		3,079	397
Shawinigan Falls.....	250	45	1,151	515	215		4,735	1,491
Sherbrooke.....	559	195	1,680	865	446	109	4,539	2,375
Sorel.....	89	30	357	118	69		1,812	673
Thetford Mines.....	183	73	573	209	108	5	1,408	1,027
Three Rivers.....	410	116	1,236	653	279	21	6,920	2,918
Val d'Or.....	107	45	518	78	44		1,116	679
Valleyfield.....	372	84	657	353	271		1,397	958
Victoriaville.....	401	145	364	319	244	1	1,253	566

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS MARCH 31 TO MAY 4, 1950: UNPLACED APPLICANTS AS AT JUNE 1, 1950

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at June 1
					Regular	Casual		
Ontario	45,662	21,982	54,567	40,623	23,009	4,773	84,951	58,643
Arnprior.....	135	13	56	171	124	1	188	82
Barrie.....	623	177	456	601	429	22	307	216
Belleville.....	350	116	461	420	172	65	957	806
Bracebridge.....	137	18	239	169	113	4	581	207
Brampton.....	147	70	164	141	93	7	199	110
Brantford.....	697	157	1,018	654	416	77	1,328	1,060
Brockville.....	153	1	224	163	139	11	199	135
Carleton Place.....	39	4	219	46	37	.....	435	286
Chatham.....	461	60	731	470	306	80	801	434
Cobourg.....	267	25	301	301	195	52	406	242
Collingwood.....	179	2	185	183	180	.....	502	240
Cornwall.....	455	36	639	470	377	25	1,787	1,052
Fort Erie.....	188	35	117	208	137	12	225	90
Fort Frances.....	96	61	194	68	43	4	390	151
Fort William.....	250	57	999	248	167	36	2,628	1,280
Galt.....	287	97	605	219	132	29	741	561
Gananoque.....	47	3	76	47	24	21	176	91
Goderich.....	152	73	71	108	84	8	174	129
Guelph.....	391	202	513	367	137	77	848	578
Hamilton.....	2,946	936	4,765	3,147	1,386	658	6,719	5,513
Hawkesbury.....	110	34	198	100	78	.....	557	298
Ingersoll.....	217	79	382	183	134	10	268	167
Kapuskasing.....	295	11	360	327	282	.....	323	113
Kenora.....	49	96	288	47	61	.....	453	266
Kingston.....	750	119	1,189	788	547	46	1,201	1,086
Kirkland Lake.....	182	50	570	234	81	43	998	662
Kitchener Waterloo.....	889	238	738	931	550	140	803	616
Leamington.....	234	28	418	270	124	61	516	255
Lindsay.....	95	32	165	158	75	10	437	261
Listowel.....	94	85	85	58	42	.....	265	176
London.....	2,395	1,356	2,312	2,395	1,153	280	1,470	1,157
Midland.....	356	113	169	350	255	1	672	408
Napamc.....	75	12	82	79	59	1	248	95
New Toronto.....	810	298	760	596	441	11	913	683
Niagara Falls.....	210	29	552	182	119	46	1,256	747
North Bay.....	419	157	588	398	146	45	834	415
Orillia.....	319	40	276	331	249	75	747	432
Oshawa.....	936	270	1,349	1,132	634	76	1,398	1,389
Ottawa.....	2,284	876	2,179	2,044	964	423	4,248	3,269
Owen Sound.....	259	49	441	338	166	38	1,010	546
Perry Sound.....	78	5	83	92	66	2	178	101
Pembroke.....	444	181	563	355	234	14	897	515
Perth.....	169	27	162	159	113	30	283	167
Peterborough.....	576	153	765	589	394	5	1,462	953
Pictou.....	73	17	76	77	41	15	180	99
Port Arthur.....	1,954	1,550	1,160	472	421	4	3,343	1,863
Port Colborne.....	48	18	232	45	28	3	649	404
Prescott.....	145	30	100	156	123	.....	276	158
Renfrew.....	177	26	226	186	147	7	369	300
St. Catharines.....	768	149	1,142	734	497	97	2,050	1,673
St. Thomas.....	282	126	393	330	130	27	459	344
Sarnia.....	429	132	409	452	260	20	681	301
Sault Ste. Marie.....	405	167	606	334	234	12	865	510
Simcoe.....	203	95	569	182	84	21	651	384
Soiux Lookout.....	105	100	99	38	27	2	140	119
Smiths Falls.....	86	21	184	83	38	29	395	193
Stratford.....	267	81	288	246	128	32	496	290
Sturgeon Falls.....	129	8	323	137	98	20	1,155	869
Sudbury.....	1,298	692	1,280	738	428	128	1,997	1,035
Timmins.....	506	99	1,005	652	341	92	1,598	1,054
Toronto.....	15,926	11,490	14,351	12,431	6,805	1,424	16,522	14,814
Trenton.....	162	45	330	213	112	10	541	313
Walkerton.....	69	59	113	76	44	.....	428	233
Wallaceburg.....	166	1	252	174	156	9	380	204
Welland.....	280	58	539	289	148	48	1,458	843
Weston.....	395	165	432	376	207	3	447	326
Windsor.....	1,260	199	3,540	1,577	721	240	8,534	4,077
Woodstock.....	284	156	211	238	128	27	309	197
Manitoba	6,718	2,493	11,857	6,888	2,858	1,617	19,401	22,342
Brandon.....	774	457	869	617	382	15	1,240	793
Dauphin.....	158	71	291	184	57	9	623	440
Flin Flon.....	136	56	233	171	87	18	145	148
Portage la Prairie.....	227	89	284	176	121	3	690	486
The Pas.....	114	55	53	37	77	.....	95	93
Winnipeg.....	5,309	1,765	10,127	5,703	2,134	1,572	16,608	20,382

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS MARCH 31 TO MAY 4, 1950: UNPLACED APPLICANTS AS AT JUNE 1, 1950

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at June 1
					Regular	Casual		
Saskatchewan.....	5,348	1,949	6,542	5,445	2,907	693	9,748	5,310
Estevan.....	131	81	131	89	75	.....	266	111
Moose Jaw.....	444	218	654	432	247	23	1,335	754
North Battleford.....	194	89	202	151	119	3	687	327
Prince Albert.....	387	163	584	453	198	9	1,406	731
Regina.....	2,121	531	2,491	2,468	1,335	351	1,938	1,028
Saskatoon.....	1,501	566	1,807	1,437	679	256	2,270	1,359
Swift Current.....	148	81	174	127	54	23	587	267
Weyburn.....	164	61	133	102	81	4	200	112
Yorkton.....	253	159	366	186	119	24	1,059	621
Alberta.....	9,822	2,807	11,456	9,172	5,657	1,188	12,149	7,786
Blairmore.....	139	34	163	114	119	.....	204	142
Calgary.....	3,859	962	4,448	3,768	2,239	434	4,088	2,675
Drumheller.....	148	29	171	119	119	.....	326	325
Edmonton.....	3,755	1,162	5,110	3,646	1,878	676	5,631	3,589
Edson.....	146	33	108	86	117	.....	137	141
Lethbridge.....	1,471	415	1,015	1,177	983	67	890	506
Medicine Hat.....	124	76	239	125	112	.....	512	232
Red Deer.....	180	96	232	137	90	11	361	176
British Columbia.....	10,523	2,840	20,354	11,417	5,930	1,326	39,572	28,400
Chilliwack.....	470	73	470	552	384	30	1,051	563
Courtenay.....	163	18	110	70	176	3	402	215
Cranbrook.....	22	11	148	28	13	.....	946	708
Dawson Creek.....	118	20	154	103	99	1	211	134
Duncan.....	304	56	282	263	221	3	374	301
Kamloops.....	213	54	431	162	127	.....	447	298
Kelowna.....	81	8	311	89	40	23	1,288	475
Nanaimo.....	246	18	432	300	174	32	688	531
Nelson.....	164	38	201	167	114	.....	814	354
New Westminster.....	980	316	2,020	926	608	156	4,793	3,787
Penticton.....	147	.....	213	174	141	1	815	490
Port Alberni.....	273	68	276	288	160	19	282	230
Prince George.....	382	85	1,089	439	225	69	1,133	731
Prince Rupert.....	476	209	285	260	235	2	343	174
Princeton.....	69	3	140	82	60	5	158	106
Trail.....	227	33	307	312	156	21	614	419
Vancouver.....	4,996	1,317	10,791	5,887	2,147	761	20,710	15,972
Vernon.....	95	13	208	124	76	13	1,060	397
Victoria.....	1,006	368	2,317	1,098	544	182	3,275	2,339
Whitehorse.....	91	132	169	93	230	5	168	176
Canada.....	103,840	40,892	186,054	98,297	55,204	11,962	387,851	254,390
Males.....	68,437	22,834	136,261	64,329	40,312	6,313	310,046	184,328
Females.....	35,403	18,058	49,793	33,968	14,892	5,649	77,805	70,062

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

Year	APPLICATIONS			PLACEMENTS		
	Male	Female	Total	Male	Female	Total
1940.....	653,455	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	589,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (18 weeks).....	581,408	193,454	774,862	120,915	66,426	187,341

E—Unemployment Insurance

TABLE E-1.—REGISTRATION OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1949, TO APRIL 30, 1949 AND FROM APRIL 1, 1950 TO APRIL 29, 1950

Region	1949		1950	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	17,034	212,490	19,634	186,008
Quebec.....	55,626	756,425	58,681	515,020
Ontario.....	76,944	1,117,465	81,567	810,370
Prairie.....	40,130	398,647	43,044	314,155
Pacific.....	24,467	275,167	25,443	193,840
Total for Canada.....	214,201	2,760,194	228,369	2,019,393*

*The tabular information has been subjected to an annual adjustment made necessary by the renewal of insurance books at the close of the 1949-50 fiscal year.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF APRIL 29, 1950

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-43 days	49-72 days	73 days and over
Newfoundland.....	582	120	38	100	153	57	109
Male.....	573	119	35	99	157	57	106
Female.....	9	1	3	1	1	.....	3
(Male).....	(14,162)	(2,333)	(138)	(541)	(2,747)	(2,741)	(5,662)
(Female).....	(247)	(30)	(7)	(13)	(37)	(43)	(117)
Prince Edward Island.....	1,314	104	59	143	248	234	526
Male.....	1,051	79	50	119	182	194	427
Female.....	263	25	9	24	66	40	99
Nova Scotia.....	14,282	2,203	888	1,733	2,698	2,263	4,497
Male.....	12,473	1,955	775	1,522	2,360	1,995	3,866
Female.....	1,809	248	113	211	338	268	631
New Brunswick.....	12,718	2,277	799	1,435	2,428	1,682	4,097
Male.....	10,937	2,026	717	1,205	2,052	1,444	3,493
Female.....	1,781	251	82	230	376	238	604
Quebec.....	81,543	12,594	6,725	10,235	15,540	11,778	24,671
Male.....	62,754	9,122	4,983	7,819	12,275	9,318	19,237
Female.....	18,789	3,472	1,742	2,416	3,265	2,460	5,434
Ontario.....	63,364	11,871	4,667	6,928	13,021	8,421	18,453
Male.....	46,671	8,635	3,254	4,875	10,170	6,202	13,535
Female.....	16,693	3,236	1,413	2,053	2,854	2,219	4,918
Manitoba.....	13,991	2,223	918	1,425	2,275	2,175	4,975
Male.....	9,853	1,332	609	1,023	1,613	1,588	3,688
Female.....	4,138	891	309	402	662	587	1,287
Saskatchewan.....	6,055	527	236	534	997	1,007	2,754
Male.....	4,680	360	186	411	730	780	2,213
Female.....	1,375	167	50	123	267	227	541
Alberta.....	9,998	2,749	600	1,358	1,747	1,197	2,337
Male.....	8,227	2,500	485	1,169	1,387	875	1,811
Female.....	1,771	249	115	199	360	322	526
British Columbia.....	25,938	3,631	2,119	3,167	5,205	3,914	7,902
Male.....	19,037	2,616	1,722	2,373	3,885	2,761	5,680
Female.....	6,901	1,015	397	794	1,320	1,153	2,222
TOTAL.....	229,785	38,299	17,049	27,068	44,320	32,728	70,321
MALE.....	176,256	28,744	12,816	20,615	34,811	25,214	54,056
FEMALE.....	53,529	9,555	4,233	6,453	9,509	7,514	16,265

TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO APRIL, 1950

	1942	1943	1944	1945	1946	1947	1948 ⁽¹⁾	1949 ⁽¹⁾	1950 ⁽¹⁾
January.....		4, 637	11, 751	20, 412	71, 932	63, 681	109, 311	140, 305	196, 624
February.....		4, 822	12, 284	14, 990	59, 098	47, 141	88, 016	108, 759	125, 511
March.....	4, 124	5, 046	10, 667	13, 307	50, 706	43, 675	76, 248	103, 402	133, 404
April.....	2, 925	3, 953	6, 463	8, 430	35, 781	35, 859	59, 265	68, 979	90, 123
May.....	2, 799	2, 027	4, 654	8, 825	34, 777	27, 603	42, 257	63, 692	
June.....	4, 629	1, 772	3, 226	10, 857	30, 646	21, 365	39, 644	53, 114	
July.....	2, 668	1, 087	3, 106	10, 886	27, 576	20, 034	38, 790	49, 586	
August.....	1, 855	1, 370	3, 241	20, 557	25, 115	17, 281	32, 182	57, 750	
September.....	1, 118	1, 013	3, 715	40, 473	28, 555	25, 847	33, 036	59, 080	
October.....	1, 058	1, 475	6, 222	36, 717	34, 891	34, 743	43, 620	77, 091	
November.....	1, 748	2, 896	11, 798	53, 325	37, 111	47, 372	73, 119	124, 889	
December.....	3, 337	6, 562	13, 770	57, 612	52, 479	79, 849	114, 506	150, 480	
Total.....	26, 924	36, 660	90, 897	296, 391	488, 667	464, 450	749, 994	1, 057, 127	545, 662

¹Revised claims included. See Table E-4 for analysis of claims filed at local offices.

TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, APRIL, 1950

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	788 (4, 060)	746 (3, 164)	8 (201)	34 (695)	164 (2, 553)	868 (835)	 (35)	231 (5, 615)
Prince Edward Island.....	362	243	91	28	320	103	3	63
Nova Scotia.....	4, 863	2, 961	1, 488	414	3, 826	1, 290	40	1, 139
New Brunswick.....	5, 399	3, 523	1, 609	267	3, 477	1, 450	16	2, 059
Quebec.....	30, 656	18, 081	9, 413	3, 162	24, 802	7, 522	222	7, 587
Ontario.....	27, 186	14, 947	8, 543	3, 696	12, 997	6, 751	360	6, 437
Manitoba.....	5, 136	2, 781	1, 564	791	4, 037	1, 343	97	1, 274
Saskatchewan.....	1, 716	980	481	255	1, 391	542	24	326
Alberta.....	3, 834	2, 513	822	499	3, 942	903	39	1, 087
British Columbia.....	10, 183	5, 338	3, 896	949	8, 225	2, 476	112	2, 846
Total Canada, April, 1950.....	90, 123	52, 113	27, 915	10, 095	72, 181	23, 275 ⁽¹⁾	913	23, 049
Total Canada, March, 1950.....	133, 404	86, 404	33, 129	13, 871	100, 089	31, 315 ⁽²⁾	1, 204	30, 114
Total Canada, April, 1949.....	68, 979	42, 442	15, 699	10, 838	56, 222	17, 159 ⁽²⁾	1, 001	17, 800

(1) In addition, there were 787 special requests not granted.

(2) In addition, there were 1,316 special requests not granted.

(3) In addition, there were 755 special requests not granted.

N.B. Figures in parenthesis are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of April 1949	Month of April 1950	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	8, 843	12, 922	12, 922
Not unemployed.....	486	2, 289	2, 289
Not capable of and not available for work.....	748	1, 023	1, 023
Loss of work due to a labour dispute.....	124	575	575
Refused offer of work and neglected opportunity to work.....	1, 444	1, 011	1, 011
Discharged for misconduct.....	814	818	818
Voluntarily left employment without just cause.....	3, 431	3, 792	3, 792
Other reasons ⁽¹⁾	1, 269	835	835
Total.....	17, 159	23, 275	23, 275

(1) These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK APRIL 29 TO MAY 5 INCLUSIVE AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID DURING THE MONTH OF APRIL, 1950

Province	Number Receiving Benefit During Week April 29 to May 5 inclusive	Number Commencing Benefit During Month of April, 1950	Number of Days Benefit Paid	Amount of Benefit Paid in Dollars
Newfoundland.....	404 (21,054)	104 (2,884)	7,292 (266,852)	19,595 (634,651)
Prince Edward Island.....	1,289	323	34,240	76,734
Nova Scotia.....	12,317	3,310	278,324	681,523
New Brunswick.....	9,337	2,678	213,733	515,669
Quebec.....	64,538	19,272	1,616,762	3,891,324
Ontario.....	49,924	17,768	1,322,266	3,249,024
Manitoba.....	11,021	3,565	276,307	652,676
Saskatchewan.....	6,502	1,532	165,487	401,230
Alberta.....	8,157	3,154	191,872	477,719
British Columbia.....	22,604	8,259	564,448	1,387,694
Total, Canada, April 1950.....	186,093	59,965	4,670,731	11,353,188
Total, Canada, March 1950.....		91,646	6,466,268	15,747,725
Total, Canada, April 1949.....		48,330	3,400,443	7,605,824

TABLE E-7.—CLAIMS FOR SUPPLEMENTARY BENEFIT APRIL 1 TO 15, 1950

Province	Claims filed at local offices	Entitled to Benefit	Not entitled to Benefit	Persons Commencing Benefit	Number of days Benefit Paid	Amount of Benefit Paid in Dollars
Newfoundland.....	935	1,023	7	392	7,208	12,793
Prince Edward Island.....	223	248	13	474	14,199	24,400
Nova Scotia.....	1,767	2,402	156	3,116	90,500	169,069
New Brunswick.....	5,990	5,706	1,409	5,379	136,053	256,364
Quebec.....	21,700	23,645	3,713	13,527	591,166	1,122,090
Ontario.....	2,965	4,628	377	6,892	213,510	404,014
Manitoba.....	950	1,118	202	1,635	48,824	89,738
Saskatchewan.....	517	653	53	1,226	38,594	73,029
Alberta.....	590	702	27	969	28,196	54,937
British Columbia.....	1,009	1,464	95	2,665	104,665	204,027
Total for Canada.....	36,646	41,652	6,052	36,275	1,272,915	2,410,461

TABLE E-8.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO APRIL 30, 1950

Fiscal Year Ended March 31	RECEIPTS							DISBURSEMENTS		Balance in Fund
	CONTRIBUTIONS (Gross less refunds)							Total Revenue	Benefit Payments	
	Meter		Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on sale of Securities			
	\$	\$								
1942.....	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	43,964,246 68
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	190,327,941 19
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86
1946.....	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	372,878,625 64
1948.....	38,768,926 38	11,508,638 62	33,593,269 47	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	447,734,939 21
1949.....	46,686,689 27	14,363,308 41	37,531,562 30	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	529,585,437 38
1950.....	52,434,153 88	14,189,075 34	37,809,186 72	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,824,202 13	582,646,972 52
April.....	4,138,402 34	1,247,128 59	3,627,083 86	9,012,614 79	1,799,207 99	1,675 00	1,207,873 23	12,021,371 01	14,340,068 84	580,328,274 69
TOTAL.....	335,229,446 48	109,611,129 29	208,958,370 90	653,798,946 67	130,765,971 59	43,214 99	63,197,669 88	847,805,803 13	267,477,528 44	580,328,274 69

Armed Service (included in "bulk" column): To March 31, 1950
April 195047,859,038 64
773,696 09Supplementary Benefit (included in "Disbursements" column):
To March 31, 1950
April 1950818,065 89
2,487,558 22

48,632,734 73

3,305,624 11

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	102.5	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	26.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1. table per 15 lbs.	Prunes, bulk or in bag per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California per dozen	Lemons, 300's per $\frac{1}{4}$ dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, $2\frac{1}{2}$ s (23 oz.) per tin	Peas, per 15 oz. tin	Corn, cream choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	20.9	15.7	15.6	11.4	9.7	22.1	22.3	20.0	48.6	33.7	49.3
Nova Scotia—											
2—Halifax.....	21.6	17.7	16.4	11.5	8.2	26.0	24.3	18.0	45.0	25.6	49.0
3—New Glasgow.....	22.5	14.5	16.1	10.7	9.1	27.5	26.0	23.7	49.8	26.6	48.6
4—Sydney.....	20.4	16.5	16.7	10.4	8.6	28.4	27.2	19.0	47.7	29.2	47.7
5—Truro.....	18.6	16.7	15.4	10.6	8.6	24.1	25.9	18.3	46.8	27.6	49.6
New Brunswick—											
6—Fredericton.....	19.1	17.6	18.3	11.4	9.2	24.4	23.2	19.5	46.2	26.0	47.6
7—Moncton.....	18.6	17.5	15.0	10.6	9.1	25.6	26.0	.....	49.2	28.4	49.8
8—Saint John.....	17.8	16.1	15.0	11.1	8.7	21.7	23.9	19.3	47.4	24.8	48.5
Quebec—											
9—Chicoutimi.....	16.3	15.7	^g 11.6	11.7	10.0	31.3	19.5	23.6	45.3	27.0	.....
10—Hull.....	15.6	16.1	.....	10.2	9.0	28.8	24.3	18.8	44.1	21.4	47.2
11—Montreal.....	14.4	^g 12.5	^g 13.4	11.3	8.3	26.8	22.5	18.1	41.1	21.6	47.6
12—Quebec.....	14.8	16.5	14.9	10.7	8.2	23.5	22.0	19.3	45.9	22.2	49.1
13—St. Hyacinthe.....	14.3	17.2	15.7	10.0	8.5	26.5	23.6	18.7	42.3	24.1	48.2
14—St. Johns.....	14.9	.....	.....	10.6	9.5	26.8	23.1	19.3	45.6	22.6	45.8
15—Sherbrooke.....	14.6	14.5	16.0	10.1	8.7	26.9	25.8	18.9	44.7	23.0	49.1
16—Sorel.....	14.9	.....	.....	10.9	9.4	29.0	20.5	17.7	43.2	22.5	44.3
17—Thetford Mines.....	15.7	.....	.....	10.8	8.9	26.3	23.7	19.2	44.1	25.0	48.0
18—Three Rivers.....	15.2	.....	.....	10.2	8.6	26.8	21.6	19.5	42.3	22.5	47.0
Ontario—											
19—Belleville.....	17.0	13.5	.....	12.8	8.5	31.3	.....	19.5	41.7	22.6	46.8
20—Brantford.....	18.4	16.2	14.8	10.9	7.2	29.6	23.4	18.2	48.0	21.1	46.2
21—Brockville.....	17.0	17.4	14.9	12.0	9.6	30.9	25.0	19.0	45.6	25.1	46.9
22—Chatham.....	18.4	15.6	13.9	10.6	7.0	29.2	23.0	19.6	41.1	22.7	47.5
23—Cornwall.....	17.4	16.0	.....	11.4	8.4	30.1	24.0	^b 22.3	42.9	22.3	46.6
24—Fort William.....	17.0	17.6	^s 15.2	11.6	7.9	38.9	22.3	23.3	42.3	27.0	48.4
25—Galt.....	16.0	18.2	13.3	10.7	8.5	30.0	24.0	18.9	43.5	23.2	45.4
26—Guelph.....	16.7	16.1	14.1	11.4	7.8	31.7	ⁿ 22.9	18.1	44.1	23.5	44.7
27—Hamilton.....	17.4	18.0	^s 14.7	12.7	8.2	30.3	24.9	18.7	44.4	23.3	45.2
28—Kingston.....	15.9	14.9	14.9	12.3	8.2	28.9	23.3	18.2	43.2	21.5	47.4
29—Kitchener.....	17.3	16.9	14.5	11.1	8.0	30.7	ⁿ 24.1	18.8	43.8	25.6	44.7
30—London.....	17.6	17.0	15.3	11.0	8.1	30.9	ⁿ 23.4	17.7	42.9	25.2	45.1
31—Niagara Falls.....	16.5	16.7	15.0	11.8	7.2	31.4	23.0	19.2	45.9	24.0	48.1
32—North Bay.....	18.4	.....	16.3	11.2	8.4	35.0	.....	.....	42.3	24.5	48.0
33—Oshawa.....	16.0	16.4	14.4	11.3	6.7	28.3	.....	18.4	45.3	21.7	46.7

COAL AND RENTALS BY CITIES, MAY, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per $\frac{1}{4}$ lb. package	Coal		Rent (a)
				Granulated, bulk or in bag, per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	28.8	36.5	34.5	10.1	9.9	97.0	50.2	.....	15.50	.....
Nova Scotia—										
2—Halifax.....	28.8	38.7	31.5	9.8	10.5	95.3	50.1	.....	16.75	30.50-34.50
3—New Glasgow.....	29.0	47.3	33.4	10.3	10.5	101.5	50.1	.....	.....	.....
4—Sydney.....	28.8	43.4	31.4	10.5	10.7	96.0	50.3	.....	11.85	22.00-26.00
5—Truro.....	29.4	37.8	32.7	10.1	10.5	94.3	50.1	.....	15.65	.....
New Brunswick—										
6—Fredericton.....	.....	40.9	32.8	10.2	10.0	94.8	50.0	.....	16.75	22.00-26.00
7—Moncton.....	28.3	38.5	31.6	10.5	10.6	96.4	49.9	.....	16.47	.....
8—Saint John.....	27.7	37.7	31.3	10.1	10.1	91.3	50.5	.....	17.25	23.00-27.00
Quebec—										
9—Chicoutimi.....	31.8	41.7	35.0	10.7	10.4	105.6 ^t	54.2	25.87	.....	.....
10—Hull.....	25.9	37.4	28.0	9.9	9.8	92.0	52.9	25.25	.....	.....
11—Montreal.....	27.3	38.3	28.3	9.7	10.3	92.9	53.8	25.40	.....	28.00-32.00
12—Quebec.....	27.4	41.2	29.6	9.9	9.9	96.2	54.6	24.00	.....	31.50-35.50
13—St. Hyacinthe.....	28.5	37.6	28.7	9.7	9.5	94.4	53.6	25.75	.....	.....
14—St. Johns.....	28.4	38.0	30.0	9.6	9.3	98.7	54.7	24.00	.....	.....
15—Sherbrooke.....	28.1	38.5	29.2	9.7	9.9	96.6	54.4	25.00	.....	24.00-28.00
16—Sorel.....	26.5	39.0	30.0	9.7	9.5	90.4	53.2	24.50	.....	.....
17—Thetford Mines.....	27.2	38.5	31.6	9.9	9.7	92.2	53.0	26.50	.....	.....
18—Three Rivers.....	26.3	38.5	28.5	9.9	9.8	96.8	54.3	24.25	.....	.....
Ontario—										
19—Belleville.....	25.7	35.0	29.0	10.4	10.4	97.0	54.0	24.00	.....	.....
20—Brantford.....	26.1	33.0	28.1	10.0	10.4	90.2	54.4	23.50	.....	24.50-28.50
21—Brockville.....	.....	37.8	28.6	9.9	10.3	95.8	54.6	24.00	.....	.....
22—Chatham.....	26.3	33.6	28.8	10.3	10.8	92.2	54.2	24.00	.....	.....
23—Cornwall.....	26.7	36.8	28.6	9.8	10.0	96.9	53.9	25.00	.....	.....
24—Fort William.....	26.2	37.6	30.3	10.9	11.2	86.0	52.1	26.35	.....	30.50-34.50
25—Galt.....	25.6	34.9	28.0	10.5	10.8	93.1	54.1	24.00	.....	.....
26—Guelph.....	25.8	32.0	27.5	10.0	10.3	90.1	54.0	23.50	.....	.....
27—Hamilton.....	26.0	32.5	28.0	9.9	10.8	90.7	54.3	23.00	.....	32.50-36.50
28—Kingston.....	28.0	34.5	28.3	9.8	10.0	90.5	51.5	24.00	.....	36.00-40.00
29—Kitchener.....	25.7	35.4	26.9	10.2	10.3	89.7	54.6	24.50	.....	32.00-36.00
30—London.....	26.7	36.5	28.2	10.5	10.6	92.5	53.7	24.00	.....	30.00-34.00
31—Niagara Falls.....	.....	35.9	27.9	10.2	11.3	90.2	54.6	23.00	.....	.....
32—North Bay.....	.....	37.0	30.6	11.0	11.0	101.0	52.5	27.00	.....	.....
33—Oshawa.....	27.5	41.7	27.1	10.1	10.3	93.7	54.0	23.75	.....	.....

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak per lb.	Round steak per lb.	Rib roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh Shoulders, hock-off, per lb.	Bacon, side, fancy, sliced rind-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	82·3	80·8	79·3	62·8	55·3	49·7	75·0	56·4	45·7	76·7
35—Owen Sound.....	77·7	75·7	73·8	59·0	49·4	.....	.....	56·3	41·8	82·4
36—Peterborough.....	79·3	76·2	74·0	59·5	55·9	54·7	82·0	60·0	40·2	74·7
37—Port Arthur.....	74·8	72·9	70·4	55·9	55·6	.....	.....	55·6	44·3	80·4
38—St. Catharines.....	81·3	79·0	75·3	60·0	57·3	.....	.....	55·0	.....	76·2
39—St. Thomas.....	79·9	76·9	74·6	59·1	53·7	.....	.....	60·5	41·4	77·3
40—Sarnia.....	78·1	76·1	72·7	58·0	53·6	63·0	.....	58·5	42·3	79·9
41—Sault Ste. Marie.....	77·7	77·9	68·9	57·4	57·8	.....	.....	62·7	45·8	77·7
42—Stratford.....	76·0	75·3	72·0	56·3	53·4	.....	.....	56·5	40·7	80·4
43—Sudbury.....	77·7	76·6	74·5	55·9	57·3	57·7	.....	57·7	49·3	83·7
44—Timmins.....	80·2	78·0	73·2	56·9	55·1	59·7	.....	55·9	46·0	80·4
45—Toronto.....	82·3	77·1	78·9	61·8	54·9	59·1	82·2	56·3	39·4	77·3
46—Welland.....	78·1	74·8	72·5	58·5	54·3	57·3	.....	58·8	43·7	78·0
47—Windsor.....	78·9	76·8	74·6	55·3	56·7	57·7	80·8	55·9	39·7	79·8
48—Woodstock.....	82·0	79·5	72·3	58·3	54·5	.....	86·7	55·0	43·3	82·6
Manitoba—										
49—Brandon.....	85·0	78·5	.....	.....	53·7	.....	.....	58·3	.....	85·0
50—Winnipeg.....	75·5	71·8	76·9	57·3	52·9	55·0	80·7	53·2	45·0	77·5
Saskatchewan—										
51—Moose Jaw.....	75·0	69·7	71·5	55·7	54·7	59·0	.....	60·6	45·0	84·2
52—Prince Albert.....	70·3	67·0	65·5	52·2	51·5	59·7	.....	55·8	40·7	81·2
53—Regina.....	78·2	74·8	75·5	57·2	55·2	60·0	.....	60·4	46·4	88·3
54—Saskatoon.....	73·4	68·9	68·6	55·0	54·1	68·0	.....	58·4	46·1	85·5
Alberta—										
55—Calgary.....	79·6	77·3	79·9	61·4	55·4	66·0	83·5	57·4	48·1	84·7
56—Drumheller.....	82·5	79·5	75·7	60·0	57·0	.....	.....	59·5	47·5	87·7
57—Edmonton.....	79·3	72·2	73·6	54·8	54·5	61·2	80·0	56·1	44·0	86·9
58—Lethbridge.....	79·7	73·3	78·0	57·3	54·7	.....	.....	53·0	43·3	88·7
British Columbia—										
59—Nanaimo.....	91·0	83·0	83·6	62·3	61·3	.....	.....	61·7	52·7	90·0
60—New Westminster.....	84·3	76·8	77·0	61·8	59·0	59·5	81·7	61·4	48·3	89·8
61—Prince Rupert.....	93·3	85·0	92·7	.....	56·7	.....	91·7	60·8	57·7	95·6
62—Trail.....	81·5	78·7	77·0	60·5	58·7	.....	.....	66·0	.....	97·8
63—Vancouver.....	88·6	81·4	87·1	68·1	62·4	70·5	91·4	63·7	50·3	94·1
64—Victoria.....	90·6	83·5	83·0	63·4	64·8	71·0	94·3	64·8	49·7	87·6

COAL AND RENTALS BY CITIES, MAY, 1950

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{2}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	19-8	31-0	48-6 f	18-0	59-3	29-1	10-0	7-3	11-3	14-6
35—Owen Sound.....	19-9	31-3	44-6	18-0	61-1	28-4	10-0	7-4	11-4	15-0
36—Peterborough.....	19-7	30-1	47-3	18-0	60-3	28-5	10-0	7-3	10-7	13-7
37—Port Arthur.....	20-6	30-3	52-7	20-0	58-8	29-9	10-7	7-0	10-8	15-5
38—St. Catharines.....	19-7	30-9	52-0	19-0	61-4	27-3	10-0	7-1	10-7	14-2
39—St. Thomas.....	19-8	31-2	48-9	18-0	60-1	29-1	10-0	7-4	11-6	14-9
40—Sarnia.....	19-9	31-5	48-0	18-0	62-5	29-9	10-0	7-7	11-4	14-9
41—Sault Ste. Marie.....	22-2	31-1	52-1 f	20-0	59-2	29-5	10-7	7-5	10-9	14-8
42—Stratford.....	20-5	31-8	45-7	18-0	60-3	28-9	10-0	7-1	11-1	15-0
43—Sudbury.....	19-8	31-5	51-0	20-0	61-3	29-0	10-7	7-9	12-0	15-4
44—Timmins.....	21-4	31-6	50-5	20-0	60-2	29-3	11-3	7-7	11-1	15-2
45—Toronto.....	20-3	30-9	49-2	19-0	59-9	27-7	10-0	7-2	10-7	14-1
46—Welland.....	20-0	31-1	49-1 e	19-0	60-6	28-6	10-0	7-0	10-5	14-3
47—Windsor.....	19-5	30-9	48-7	19-0	61-2	29-0	10-0	7-4	11-6	14-9
48—Woodstock.....	19-8	31-3	45-2	18-0	59-8	29-5	10-0	6-7	11-0	14-7
Manitoba—										
49—Brandon.....	21-8	31-8	46-7	16-0	55-8	30-7	10-7	7-4	10-9	15-7
50—Winnipeg.....	21-1	30-9	49-3	17-0	56-8	29-8	12-0	7-0	10-2	14-9
Saskatchewan—										
51—Moose Jaw.....	20-9	32-4	44-3 e	18-0	55-6	29-1	11-2	7-1	9-9	15-2
52—Prince Albert.....	22-2	32-5	49-4	18-0	57-2	29-6	9-6	7-3	10-5	14-9
53—Regina.....	22-2	33-3	46-3	18-0	55-1	30-1	11-2	7-2	10-5	15-1
54—Saskatoon.....	21-3	33-8	48-0	18-0	56-0	29-1	10-4	7-0	10-6	14-6
Alberta—										
55—Calgary.....	21-1	33-1	48-1	19-0	57-0	29-1	11-2	7-2	10-5	14-9
56—Drumheller.....	23-5	34-0	48-5 e	20-0	59-6	30-7	11-2	7-7	11-4	15-8
57—Edmonton.....	22-1	33-2	43-7	18-0	56-7	29-9	10-4	7-1	10-5	14-6
58—Lethbridge.....	21-2	33-3	48-0	18-0	56-8	29-6	11-2	7-4	11-0	14-9
British Columbia—										
59—Nanaimo.....	24-1	30-4	55-0	19-0	63-0	31-1	13-9	7-2	10-9	14-8
60—New Westminster.....	22-8	28-2	52-4	19-0	59-3	28-8	12-8	7-2	10-8	14-7
61—Prince Rupert.....	25-0	31-4	57-5	25-0	62-2	33-4	14-0	7-9	11-7	15-7
62—Trail.....	24-9	34-3	54-3 e	20-0	62-0	30-6	13-0	7-5	10-7	15-3
63—Vancouver.....	23-3	29-0	52-3	17-0	59-9	29-5	12-8	7-3	10-5	14-7
64—Victoria.....	24-3	29-4	55-5	19-0	59-9	30-1	12-8	7-6	10-9	14-9

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak per lb.	Round steak per lb.	Rib roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut (chops or roast) per lb.	Fresh Shoulders, hock-off, per lb.	Bacon, side, fancy, sliced rind-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	75.0	68.2	61.7	52.7	47.6	.....	.....	55.8	46.0	.....
Nova Scotia—										
2—Halifax.....	84.6	78.2	78.0	58.1	55.2	50.0	.....	57.5	46.0	85.9
3—New Glasgow.....	82.7	78.1	70.4	56.2	56.1	.....	.....	60.6	48.7	82.1
4—Sydney.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	85.8
5—Truro.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	82.0
New Brunswick—										
6—Fredericton.....	75.7	67.5	69.0	46.8	46.4	53.4	.....	57.4	44.0	81.0
7—Moncton.....	80.4	74.4	76.1	54.2	49.3	.....	69.3	59.9	46.1	82.4
8—Saint John.....	82.4	76.9	73.3	55.2	52.7	52.2	71.5	60.0	44.8	83.5
Quebec—										
9—Chicoutimi.....	91.3	85.0	.....	60.0	.....	.....	.....	58.3	50.5	81.6
10—Hull.....	75.9	74.6	67.7	55.7	50.0	49.8	.....	55.5	42.4	76.1
11—Montreal.....	88.4	83.2	76.6	51.6	50.6	46.8	72.1	52.0	41.1	73.0
12—Quebec.....	86.8	82.6	72.2	50.0	46.6	48.2	73.5	45.2	40.1	74.2
13—St. Hyacinthe.....	75.7	74.7	71.0	54.0	47.0	55.5	.....	55.7	45.4	70.5
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	74.6
15—Sherbrooke.....	85.3	78.7	72.1	52.9	47.8	.....	.....	55.2	46.0	79.3
16—Sorel.....	75.7	72.9	69.5	50.0	44.0	.....	.....	65.0	41.8	77.1
17—Thetford Mines.....	80.0	78.3	.....	.....	.....	.....	.....	.....	40.0	.....
18—Three Rivers.....	88.4	76.8	67.8	49.0	42.8	.....	.....	55.1	43.2	75.9
Ontario—										
19—Belleville.....	77.7	75.3	.....	57.0	56.7	.....	.....	56.0	39.3	76.8
20—Brantford.....	80.1	76.7	75.3	59.4	54.5	55.6	83.3	58.5	41.8	79.9
21—Brockville.....	83.6	78.2	82.7	58.7	54.7	.....	.....	60.8	48.4	80.6
22—Chatham.....	83.3	80.8	77.8	62.0	59.6	.....	.....	63.8	46.5	80.7
23—Cornwall.....	81.0	78.7	80.7	59.5	57.8	.....	.....	57.0	45.4	77.6
24—Fort William.....	74.0	69.2	73.8	57.3	54.5	.....	.....	54.5	49.0	82.5
25—Galt.....	80.8	76.4	71.8	58.8	54.2	.....	.....	59.0	44.5	79.4
26—Guelph.....	79.9	76.4	78.3	60.9	57.7	55.8	78.4	58.3	39.1	80.8
27—Hamilton.....	81.7	78.7	76.1	59.2	56.0	60.7	83.2	58.1	41.1	76.2
28—Kingston.....	76.4	74.4	72.0	55.5	49.3	52.0	.....	58.4	40.4	78.8
29—Kitchener.....	79.5	78.0	74.0	59.0	56.6	57.8	85.0	60.0	42.7	80.4
30—London.....	80.1	78.8	73.1	59.5	54.9	.....	84.7	58.7	43.3	81.3
31—Niagara Falls.....	82.1	80.2	77.6	58.4	55.6	.....	.....	57.1	41.7	79.3
32—North Bay.....	77.4	77.0	72.3	57.6	52.6	.....	.....	61.3	42.3	83.8
33—Oshawa.....	75.7	74.2	72.3	58.3	52.0	.....	.....	57.3	39.3	77.4

COAL AND RENTALS BY CITIES, MAY, 1950

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plair, mild, per $\frac{1}{2}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose per lb.	Rollod Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	20-5	30-6	47-6 ^e	16-0	60-7	32-6	10-7	7-7	10-4	16-2
Nova Scotia—										
2—Halifax.....	23-6	31-3	53-3	19-0	63-6	30-5	11-2	7-0	12-2	15-7
3—New Glasgow.....	22-9	31-4	54-8 ^e	19-0	62-3	31-1	12-0	7-7	11-6	16-3
4—Sydney.....	19-9	30-1	54-6 ^e	20-0	65-3	30-8	12-0	7-7	12-3	16-5
5—Truro.....	22-2	30-8	53-6	18-0	65-3	31-4	12-0	7-8	12-2	15-4
New Brunswick—										
6—Fredericton.....	22-7	31-1	54-6	17-0	61-1	31-2	11-3	7-9	11-6	15-4
7—Moncton.....	23-0	31-5	53-0	17-0	62-2	30-5	11-3	8-0	12-3	16-0
8—Saint John.....	22-1	31-4	53-8	18-0	62-6	31-1	11-3	7-8	11-2	15-0
Quebec—										
9—Chicoutimi.....	22-0	32-3	55-3	17-0	57-4	31-8	11-2	8-0	.....	17-3
10—Hull.....	17-9	29-8	48-8	18-0	57-7	29-1	12-0	7-0	11-0	14-4
11—Montreal.....	19-7	30-6	49-5	17-5	57-8	28-9	10-0	7-1	11-0	14-7
12—Quebec.....	18-5	30-5	50-0	17-0	57-9	29-8	9-5	7-1	11-5	15-4
13—St. Hyacinthe.....	20-8	31-0	50-5	16-0	58-6	28-4	10-0	7-2	11-3	14-9
14—St. Johns.....	19-4	31-5	49-5	16-0	56-2	30-8	8-7	7-5	11-4	15-0
15—Sherbrooke.....	22-3	30-7	51-3	17-0	58-6	30-2	10-2	7-7	11-3	15-5
16—Sorel.....	18-6	30-0	47-6	16-0	57-4	29-4	9-3	7-6	11-2	15-0
17—Thetford Mines.....	23-7	30-9	47-0	16-0	58-2	29-7	9-3	7-9	11-1	16-0
18—Three Rivers.....	19-3	31-1	50-7	17-0	58-7	29-1	8-7	7-1	11-6	15-0
Ontario—										
19—Belleville.....	21-3	31-0	45-5 ^f	18-0	60-1	29-3	10-0	7-7	11-3	14-8
20—Brantford.....	18-7	30-5	49-0	18-0	58-9	27-5	10-0	7-3	11-1	14-7
21—Brockville.....	21-0	31-6	49-7	18-0	60-5	28-9	10-0	7-3	11-5	14-6
22—Chatham.....	19-2	31-5	47-0 ^f	18-0	61-5	29-1	10-0	7-5	11-5	14-7
23—Cornwall.....	20-8	30-7	47-0 ^f	18-0	59-5	28-9	8-7	7-2	11-0	14-7
24—Fort William.....	19-9	30-3	52-0	20-0	59-9	30-5	10-7	7-1	10-5	15-1
25—Galt.....	18-7	31-0	47-9	18-0	59-2	28-5	10-0	7-4	11-0	14-6
26—Guelph.....	19-7	30-9	48-2	18-0	59-1	28-3	10-0	7-3	11-1	14-9
27—Hamilton.....	19-4	30-7	49-4 ^e	19-0	61-6	28-4	10-0	7-3	11-0	14-7
28—Kingston.....	19-4	31-0	47-3 ^e	18-0	57-4	28-5	9-3	7-1	11-4	14-6
29—Kitchener.....	19-5	31-0	47-7 ^e	18-0	60-9	28-6	10-0	7-5	11-0	14-7
30—London.....	20-2	31-3	45-9	18-0	59-5	28-8	10-0	7-1	11-2	14-4
31—Niagara Fall.....	19-6	31-0	51-1	19-0	61-5	29-1	10-0	7-1	10-7	14-6
32—North Bay..	22-3	32-0	53-5 ^f	18-0	60-6	29-6	10-7	7-9	12-0	15-7
33—Oshawa.....	19-5	30-2	47-6 ^f	18-0	60-1	28-4	10-0	7-5	10-8	14-6

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1, table per 15 lbs.	Prunes, bulk or in bag per lb.	Raisins, Australian, seedless, bulk, or in bag per lb.	Oranges, California per dozen	Lemons, 300's per 1/2 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	16.4	14.2	14.2	11.2	8.2	29.8	n 24.6	18.3	42.3	22.0	47.3
35—Owen Sound.....	17.1	17.0	15.4	11.2	6.6	29.8	19.8	18.2	42.0	24.3	46.9
36—Peterborough.....	16.5	17.8	15.3	12.5	8.6	29.3	23.0	18.0	41.7	21.2	47.5
37—Port Arthur.....	17.2	18.4	15.2	12.6	7.7	38.6	n 25.2	24.1	44.7	27.5	48.2
38—St. Catharines.....	17.6	16.0	13.9	11.5	7.7	29.6	n 26.0	18.0	45.0	23.0	44.9
39—St. Thomas.....	17.9	17.3	15.4	10.3	7.3	28.4	24.3	18.4	44.7	25.8	47.0
40—Sarnia.....	17.7	16.8	.....	12.4	7.3	29.6	.....	18.3	41.1	26.0	45.8
41—Sault Ste. Marie.....	17.4	.....	.....	11.1	7.3	33.6	p 24.4	18.6	42.6	24.7	47.9
42—Stratford.....	19.2	16.5	s 15.0	11.8	8.0	29.5	21.8	17.5	44.7	23.5	46.6
43—Sudbury.....	16.7	16.3	15.1	10.1	7.8	34.3	22.7	19.1	42.9	25.0	50.6
44—Timmins.....	17.4	16.8	15.7	11.8	8.5	36.1	23.1	19.0	46.8	26.4	47.5
45—Toronto.....	16.8	17.6	13.7	12.8	6.7	33.0	22.5	17.7	42.0	21.5	44.3
46—Welland.....	15.7	14.4	15.4	12.2	7.0	32.6	20.7	17.4	45.9	22.1	45.8
47—Windsor.....	16.7	16.7	15.0	10.5	6.9	28.9	21.9	19.7	42.9	25.5	47.1
48—Woodstock.....	18.7	16.5	14.8	11.1	7.5	28.4	.....	17.6	44.1	23.3	45.5
Manitoba—											
49—Brandon.....	19.8	.....	17.2	13.6	9.0	43.3	23.9	19.6	50.1	31.1	k 62.3
50—Winnipeg.....	18.5	16.2	15.2	13.3	7.5	40.3	23.0	19.8	46.2	30.0	k 57.9
Saskatchewan—											
51—Moose Jaw.....	20.4	15.0	17.9	12.8	9.9	45.6	24.3	19.6	.....	.....	k 61.3
52—Prince Albert.....	21.5	.....	.....	12.4	9.3	42.4	23.5	20.7	47.4	32.6	k 57.3
53—Regina.....	21.5	16.8	16.5	12.3	8.9	48.5	24.1	19.9	45.9	28.0	k 60.9
54—Saskatoon.....	20.5	.....	13.5	12.3	9.4	44.9	24.3	20.0	48.3	29.1	k 58.4
Alberta—											
55—Calgary.....	21.8	14.9	15.6	12.2	9.5	50.0	22.8	19.2	44.4	28.9	k 55.6
56—Drumheller.....	24.1	14.4	18.3	13.0	10.1	54.2	.....	21.0	46.8	30.0	k 60.2
57—Edmonton.....	22.4	.....	15.7	13.1	9.5	45.5	23.0	20.0	45.0	26.9	k 58.3
58—Lethbridge.....	20.3	.....	14.7	14.7	8.7	40.0	.....	.....	48.0	28.7	k 55.7
British Columbia—											
59—Nanaimo.....	21.9	18.3	16.7	15.1	8.3	49.3	24.5	20.0	41.4	m 22.8	k 56.3
60—New Westminster.....	20.3	17.4	15.3	14.1	6.4	47.5	22.1	19.5	38.1	m 20.9	k 54.0
61—Prince Rupert.....	23.3	18.5	17.9	15.3	8.8	46.9	24.5	21.8	44.7	.....	k 60.0
62—Trail.....	25.0	18.5	18.7	16.0	9.7	48.7	.....	19.3	43.2	m 31.7	k 59.7
63—Vancouver.....	19.4	.....	14.7	13.6	6.9	47.8	21.5	18.4	39.3	m 20.5	k 54.5
64—Victoria.....	21.9	17.6	16.9	14.5	8.1	49.1	23.2	18.6	46.2	m 19.6	k 55.6

COAL AND RENTALS BY CITIES, MAY, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent ^(a)
				Granulated, bulk or in bag per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	27.0	36.5	28.2	9.8	10.4	90.5	54.1	25.25	.....	37.00-41.00
35—Owen Sound.....	27.4	34.8	28.3	10.8	10.8	96.6	53.6	24.75	.....	.....
36—Peterborough.....	25.0	34.0	27.0	9.9	10.0	91.3	54.8	24.50	.....	.....
37—Port Arthur.....	27.7	41.0	30.0	10.5	11.0	88.9	51.0	26.60	.....	25.50-29.50
38—St. Catharines.....	23.8	32.5	27.0	9.8	10.9	89.1	53.0	23.25	.....	32.00-36.00
39—St. Thomas.....	25.8	41.0	29.4	10.7	10.9	94.2	55.0	23.50	.....	.....
40—Sarnia.....	26.4	38.8	29.0	10.4	10.9	93.9	53.3	24.25	.....	.....
41—Sault Ste. Marie.....	25.4	37.6	30.0	10.7	10.4	90.1	54.0	24.00	.....	.....
42—Stratford.....	27.7	36.2	28.8	10.5	10.5	92.0	53.5	24.50	.....	.....
43—Sudbury.....	27.4	37.9	30.8	10.7	11.2	89.0	53.1	25.70	.....	34.00-38.00
44—Timmins.....	26.8	40.4	30.5	10.8	11.6	93.2	53.8	27.25	.....	.....
45—Toronto.....	25.7	34.5	26.7	9.9	10.4	90.2	53.8	22.65	.....	39.50-43.50
46—Welland.....	22.6	32.6	27.8	10.2	10.4	87.4	53.4	22.75	.....	.....
47—Windsor.....	25.3	33.4	28.5	10.3	11.0	89.9	52.7	24.50	.....	31.00-35.00
48—Woodstock.....	.....	36.0	27.9	10.6	10.8	96.7	54.3	24.00	.....	.....
Manitoba—										
49—Brandon.....	30.7	44.2	32.5	11.7	12.4	94.2	52.2	.....	16.40	.....
50—Winnipeg.....	26.9	38.7	29.6	11.1	12.6	84.2	49.8	.....	17.65	33.00-37.00
Saskatchewan—										
51—Moose Jaw.....	29.0	39.0	34.6	11.6	12.6	88.8	50.4	.....	14.60	.....
52—Prince Albert.....	28.4	45.8	33.8	12.2	12.7	97.0	51.4	.....	14.75	.....
53—Regina.....	27.7	39.9	33.2	11.7	12.5	94.0	51.4	.....	15.40	32.00-36.00
54—Saskatoon.....	28.1	47.9	32.5	11.6	12.7	90.2	50.0	.....	14.90	25.00-29.00
Alberta—										
55—Calgary.....	25.6	37.1	32.8	11.0	11.9	89.6	49.6	.....	12.50	30.50-34.50
56—Drumheller.....	30.3	43.7	35.6	11.8	12.6	90.2	52.7	.....	.....	24.50-28.50
57—Edmonton.....	26.6	38.1	33.1	11.1	12.4	94.1	50.7	.....	8.20	29.00-33.00
58—Lethbridge.....	27.5	39.0	33.0	11.1	12.5	90.0	51.7	.....	8.35	.....
British Columbia—										
59—Nanaimo.....	26.5	34.5	30.4	10.3	11.9	91.3	52.4	.....	.....	.....
60—New Westminster.....	26.3	32.9	29.3	9.6	11.2	86.3	51.1	.....	16.80	23.00-27.00
61—Prince Rupert.....	.....	37.9	33.3	11.0	12.3	91.2	52.0	.....	18.25	22.00-26.00
62—Trail.....	28.8	39.2	32.8	10.9	12.8	90.2	52.2	.....	16.25	.....
63—Vancouver.....	26.0	32.3	29.9	9.4	10.9	83.7	50.6	.....	17.16	29.00-33.00
64—Victoria.....	27.9	35.6	30.7	9.9	11.0	87.3	50.4	.....	18.25	24.50-28.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with prices averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone-in. (c) Hock-on. (d) Mixed—hock-off and hock-on. (e) Mixed—Carton and loose. (f) Loose. (g) Estimate. (h) Fancy. (i) California. (k) Pure. (m) 360's. (n) Mixed—package and bulk. (p) Package. (s) Mixed—choice and fancy. (t) Tin.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF MAY 1950

(Base: August 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	May 1, 1949	April 1, 1950	May 1, 1950						
Halifax.....	152.4	155.6	155.5	202.2	116.5	132.6	192.2	155.1	123.1
St. John.....	156.0	159.8	159.4	196.1	121.5	134.8	190.7	158.3	130.6
Montreal.....	161.7	166.5	166.2	209.6	131.8	133.9	172.8	171.0	130.6
Toronto.....	155.0	160.4	160.6	197.7	134.2	155.1	180.4	161.7	130.8
Winnipeg.....	154.7	159.0	159.3	206.0	128.8	121.9	175.5	169.4	125.4
Saskatoon.....	161.7	164.8	164.7	215.1	126.1	140.8	186.5	172.9	123.3
Edmonton.....	155.1	160.4	160.4	214.6	118.9	114.6	185.5	161.3	129.2
Vancouver.....	161.1	165.7	166.2	214.1	122.9	140.5	189.5	161.1	135.8

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August 1939=100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

Commodities*	Per	Dec. 1941	May 1945	May 1946	May 1948	May 1949	April 1950	May 1950	Price May 1950
Beef, sirloin steak.....	lb.	120.7	154.1	155.6	206.5	252.3	273.9	289.7	80.6
Beef, round steak.....	lb.	125.7	167.1	168.8	227.4	282.3	304.9	321.7	76.7
Beef, rolled rib roast, prime.....	lb.	125.5	173.9	176.1	232.6	283.9	304.9	319.4	74.7
Beef, blade roast, blade removed.....	lb.	132.7	161.0	162.3	235.8	305.0	328.6	348.6	57.4
Beef stewing, boneless.....	lb.	136.7	168.3	169.0	256.3	339.0	367.0	388.5	54.1
Veal, front roll, boneless.....	lb.	139.3	173.4	174.6	238.5	313.6	335.3	336.4	57.6
Lamb, leg roast.....	lb.	109.9	150.4	152.8	195.8	257.4	273.1	284.3	81.2
Pork, fresh loins, centre-cut.....	lb.	125.3	142.3	158.1	203.8	229.2	221.0	215.8	58.1
Pork, fresh shoulder, hock-off.....	lb.	127.0	142.3	159.7	220.5	259.3	242.1	239.4	44.6
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	141.2	157.2	218.6	229.5	221.9	219.0	81.5
Lard, pure, package.....	lb.	151.3	157.0	172.8	243.0	196.5	189.2	189.2	21.0
Shortening, package.....	lb.	134.7	136.8	138.9	218.1	227.8	215.3	217.4	31.2
Eggs, grade "A" Large, carton.....	doz.	156.4	137.2	143.1	169.0	174.1	163.7	161.8	49.8
Milk.....	qt.	111.0	95.4	96.3	158.7	164.2	166.1	166.1	18.1
Butter, creamery, prints.....	lb.	140.5	145.4	164.1	264.1	227.1	235.2	218.7	59.7
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	163.9	167.3	214.8	228.2	222.2	222.2	29.6
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	149.2	165.1	165.1	165.1	10.5
Flour, all purpose.....	lb.	127.3	124.2	124.2	187.9	218.2	221.2	221.2	7.4
Rolled Oats, package.....	lb.	112.0	114.0	114.0	150.4	155.2	166.0	167.5	11.1
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	100.0	155.4	162.0	163.0	163.0	15.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	136.8	137.7	250.0	200.9	176.4	174.5	18.3
Peas, 15 oz.....	tin	117.5	121.7	121.7	152.5	146.7	145.7	145.7	16.5
Corn, Cream, choice, 15 oz.....	tin	128.3	132.7	132.7	195.6	185.8	172.8	172.8	15.5
Beans, dry.....	lb.	129.4	133.3	137.3	302.0	262.7	240.9	240.9	11.9
Onions, cooking.....	lb.	108.2	106.1	155.1	261.2	138.8	173.4	167.4	8.3
Potatoes, No. 1, table.....	10 lbs.	89.9	143.9	160.4	210.1	149.5	153.6	153.2	33.7
Prunes, bulk or in bag.....	lb.	115.8	121.1	136.8	176.3	184.2	201.7	203.4	23.5
Raisins, seedless, bulk or in bag.....	lb.	104.0	109.3	127.8	145.0	127.2	130.5	131.2	19.3
Oranges, California.....	doz.	132.5	151.5	153.9	125.9	137.9	161.9	163.0	44.7
Lemons.....	$\frac{1}{2}$ doz.	111.3	141.2	145.5	128.3	136.0	155.8	157.2	25.0
Jam, strawberry, 16 oz.....	jar	111.3	115.1	122.4	157.1	148.0	146.7	147.9	25.0
Peaches, 20 oz.....	tin	101.5	104.1	105.6	155.3	142.6	140.6	140.6	27.2
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	131.1	150.2	142.1	141.4	141.4	18.9
Corn Syrup, 2 lb.....	tin	138.0	158.2	157.7	192.1	179.9	176.9	177.5	30.2
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	132.3	149.2	150.8	164.8	164.8	10.4
Sugar, yellow, branded package.....	lb.	131.3	134.9	134.9	154.0	155.6	171.4	171.4	10.9
Coffee, medium quality, in bag.....	lb.	141.6	131.4	132.0	181.7	188.8	263.1	268.6	92.6
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.1	176.5	177.2	179.6	52.6

* Description and units of sale apply to May, 1950 prices.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1920=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	1949	Apr. 1950	Feb. 1950	Mar. 1950	Apr. 1950
All Commodities	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	157.0	157.5	155.0	159.3	160.1
Classified According to Chief Component Material—																
I. Vegetable Products.....	58.1	127.0	167.0	86.2	91.6	59.3	69.7	77.0	97.0	115.1	135.4	141.1	140.4	142.9	145.0	146.4
II. Animals and Their Products.....	70.9	127.1	125.1	96.0	100.0	50.4	74.6	92.1	107.9	131.8	168.7	167.2	167.2	162.4	166.8	166.8
III. Fibres, Textiles and Textile Products.....	58.2	127.1	126.5	107.7	91.3	60.7	70.2	91.0	91.8	128.8	157.0	161.0	162.3	162.8	162.4	162.4
IV. Wood, Wood Products and Paper.....	68.0	130.1	144.4	106.2	93.0	62.8	70.2	96.0	120.0	132.4	186.9	187.5	189.5	190.6	191.5	192.5
V. Iron and Its Products.....	68.9	136.0	138.4	104.6	93.7	85.4	98.5	111.3	117.1	137.9	158.2	172.1	171.5	177.2	178.6	180.0
VI. Non-ferrous Metals and Their Products.....	96.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	124.4	149.0	144.0	149.0	139.4	137.2	137.4
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	114.5	133.5	136.5	126.9	139.9	140.0	140.2
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.3	98.9	99.4	107.9	120.1	123.6	125.3	117.6	117.4	117.2
Classified According to Purpose—																
I. Consumer's Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	143.9	144.3	143.7	144.8	145.1
Food, Beverages and Tobacco.....	61.8	119.0	130.8	90.2	100.0	63.8	72.9	89.5	103.4	122.4	152.3	154.4	154.7	152.1	154.6	154.6
Other Consumer's Goods.....	62.9	91.9	129.8	101.4	91.1	76.0	77.2	89.2	94.6	113.9	132.2	136.9	137.3	138.1	138.3	138.8
II. Producers' Goods.....	67.7	133.3	164.8	98.8	90.1	63.1	70.4	82.2	100.7	129.3	155.2	150.0	160.3	160.9	162.2	163.6
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	103.7	119.1	139.1	155.7	161.0	160.3	163.3	163.0	164.2
Producers' Materials.....	69.1	139.9	171.0	98.2	96.3	80.7	87.9	181.1	98.7	138.9	158.7	158.7	159.9	160.6	169.0	169.0
Building and Construction.....	67.0	100.7	147.9	108.7	99.0	75.3	89.7	107.3	127.3	168.4	136.7	201.5	204.3	203.5	205.1	206.1
Manufacturers.....	69.5	148.1	177.3	95.3	95.9	57.3	63.9	76.6	93.8	122.5	146.6	151.5	152.4	153.3	154.7	156.3
Classified According to Degree of Manufacture—																
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	160.6	161.3	161.5	163.7	164.9
II. All Manufactured (fully or chiefly).....	64.3	127.7	156.5	100.4	93.0	70.2	75.3	83.8	94.0	117.4	140.3	142.3	142.0	142.8	143.7	143.9
Canadian Farm Products.—																
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	126.4	132.0	125.7	126.1	125.5	124.4	125.1
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	143.9	177.6	182.7	183.5	181.5	186.0	187.4
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	147.0	147.6	145.2	147.4	148.4

The indexes for 1950 are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June—Aug. 1939	1938	1936-39 = 1000	Dec. 1942 = 1000
1913.....	(a) 79.1	(b) 70.7		(g) 100	(f) 100				100		81.4	(d) 628	(e) 628
1914.....	79.1	71.8		(g) 123					100		85.5		676
1915.....	80.7	72.5		(g) 123					100		90.8		724
1916.....	87.0	77.9		(g) 146					100		99.6		786
1917.....	102.4	91.6		(g) 176					204		106.4		850
1918.....	115.6	107.5		(g) 203					222		117.7		912
1919.....	126.5	123.8		(g) 215					224		145.8		1019
1920.....	145.4	143.0		(g) 249					200		132.0		1084
1921.....	129.9	127.7		(g) 226					164		110.1		952
1922.....	120.4	119.7		(g) 183					162		106.3	(f) 1150	1010
1926.....	121.8	126.4		(g) 172	185				131		93.2		795
1929.....	121.7	122.5		(g) 164	176				118		100.4		1004
1933.....	94.4	92.4		(g) 140	151			(k) 107.5	131	(m) 103	103.4		990
1939.....	101.5	99.4	100.0	(g) 158	178	108		122.5	138	103	103.4	1029	1035
1940.....	105.6	100.2	100.7	(g) 184	205	129		141.7	151	113	108.2	1051	1073
1941.....	111.7	105.2	104.4	(g) 199	226	150		158.2	174	138	128.8	1111	1063
1944.....	118.9	125.5	109.1	(g) 201	285	285		157.5	207	293	132.2	1270	1004
1945.....	119.5	128.4	213.5	(g) 203	285	393		160.3	208	287	134.1	1278	1008
1946.....	123.6	139.3	266.7	(g) 203	291	645		457.5	217	279	139.7	1309	1039
1947.....	135.5	159.2	300.3	(g) 203	300	1030	4575	172.4	224	281	147.8	1392	1105
1948.....	155.0	172.1	318.9	(g) 108	99	1632	4847	175.9	222	275	153.2	1596	1009
1949.....	160.8	169.1	336.0	(g) 111	108	1818	4915	175.9	222	275	153.2	1582	1002
June.....	160.5	169.6	333.3	(g) 111	108	1726	4915	175.9	222	275	153.2		
July.....	162.1	168.5	341.0	(g) 111	100	1715	4851	175.8	221	274	153.3		
August.....	162.8	168.8	341.3	(g) 111	100	1752	4910	175.9	223	273	153.3	1610	1014
September.....	162.3	169.6	342.0	(g) 112	112	1826	4886	176.2	222	275	153.6		
October.....	162.2	168.5	341.8	(g) 112	112	1885	4778	176.8	221	279	153.3		
November.....	161.7	168.6	342.7	(g) 112	100	1912	4790	176.8	221	279	153.6		
December.....	161.5	167.5	348.3	(g) 113	100	1920	4753	175.3	220	279	154.2	1653	1018
1950.....	161.0	166.9	347.0	(g) 113	100	1910	4735	175.8	218	279	155.5		
January.....	161.6	166.5	345.5	(g) 113	100	1920	4735	176.2	217	279	155.5		
February.....	163.7	167.0		(g) 113	100	1906			217	279	155.5		
March.....	163.7	167.0		(g) 113	100	1906			217	279	155.5		
April.....	164.0	167.3		(g) 113	100	1906			217	279	155.5		
May.....	164.0	167.3		(g) 113	100	1906			217	279	155.5		

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1926-30 = 1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages are on base July, 1914 = 100. (m) Average June-December. (n) New index, base 1st quarter of 1949 = 100. (o) New series on June, 1947 base.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY, 1949-1950†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1950*						
January.....	9‡	9	2,456‡	2,456	39,488	0.05
February.....	10‡	15	2,881	3,764	26,300	0.03
March.....	13	21	4,604	5,659	25,118	0.03
April.....	10	20	1,735	2,585	14,640	0.02
May.....	14	23	2,905	3,488	23,874	0.03
Cumulative totals.....	56		14,581		129,420	0.03
1949						
January.....	10‡	10	1,811‡	1,811	9,710	0.01
February.....	7	10	6,721	7,245	71,652	0.09
March.....	9	11	1,951	6,601	136,317	0.16
April.....	9	18	2,097	7,851	138,931	0.17
May.....	15	23	4,028	10,532	173,925	0.21
Cumulative totals.....	50		16,608		530,535	0.13

* Preliminary figures.

‡ Strikes untermiated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY, 1950 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to May, 1950				
MANUFACTURING— <i>Fur and Leather Products—</i> Leather goods factory workers, Montreal, P.Q.	1	35	70	Commenced April 12; for implemen- tation of award of arbitration board, providing for increased wages and other changes in union agreement under negotiations; ter- minated May 2; negotiations; in favour of workers.
<i>Textiles, Clothing, etc.—</i> Worsted textile factory workers, Trenton, Ont.	1	55	1,000	Commenced December 28, 1949; for a new agreement providing for increased wages and reduced hours unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY, 1950(1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to May, 1950—Con.				
MANUFACTURING—Con.				
Miscellaneous Wood Products— Wood cabinet factory workers, Owen Sound, Ont.	1	207	620	Commenced April 24; for a new agreement providing for increased wages, and group insurance and welfare plan; terminated May 3; negotiations; compromise.
Metal Products— Washing machine factory workers, Amherst, N.S.	1	35	500	Commenced April 15; alleged dis- crimination in dismissal of three union officers; (partial return of workers) unterminated.
Miscellaneous Products— Neon sign factory workers, installers, etc., Vancouver, B.C.	1	55	275	Commenced March 8; for a new agreement providing for increased wages, two weeks' vacations with pay instead of one, and pay for statutory holidays, following re- ference to conciliation board; ter- minated May 5; negotiations; com- promise.
TRADE— Department store clerks, New Westminster, B.C.	1	30	500	Commenced August 27, 1949; for a union agreement providing for increased wages and other changes as recommended by majority report of conciliation board; unter- minated.
Building supplies workers, Victoria, B.C.	1	(3) 67	469	Commenced March 30; for a new agreement providing for increased wages, payment for statutory holidays, contributory hospitali- zation and annuity plan, etc., following reference to conciliation board; terminated May 9; con- ciliation provincial and negoti- ations; compromise, increase in wages granted.
SERVICE— Business and Personal— Hotel employees, Cornwall, Ont.	5	93	2,000	Commenced March 9; for a union agreement providing for increased wages, reduced hours, overtime rates, vacations with pay, following reference to conciliation board; unterminated.
Waitresses, Victoria, B.C.	1	6	80	Commenced April 2; alleged dis- crimination in dismissal of one waitress; employment conditions no longer affected by the end of May; indefinite.
Strikes and Lockouts Commencing During May, 1950				
MINING— Iron ore miners, Bell Island, Nfld.	1	906	6,000	Commenced May 4; for improved safety measures in mines following fatal accident; terminated May 12; conciliation, provincial; in favour of workers.
MANUFACTURING— Textiles, Clothing, etc.— Cotton and rayon underwear factory workers, Sherbrooke, P.Q.	1	136	2,040	Commenced May 11; for a new agreement providing for increased wages, following reference to court of referees; unterminated.
Printing and Publishing— Printers, St. John's, Nfld.	1	4	30	Commenced May 22; for a new agreement providing for increased wages; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY, 1950 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During May, 1950—Con.				
MANUFACTURING—Con.				
<i>Miscellaneous Wood Products—</i>				
Lumber mill workers, Kiosk, Ont.	1	42	42	Commenced May 8; dispute over cookhouse conditions and poor meals; terminated May 8; negoti- ations and replacement; partially successful, new cookhouse staff.
Lumber mill workers, Mesachie Lake, B.C.	1	260	260	Commenced May 29; protest against hiring two non-union workers; terminated May 29; return of workers pending settlement; in- definite.
<i>Metal Products—</i>				
Auto electric parts factory workers, Sarnia, Ont.	1	600	1,200	Commenced May 2; for settlement of various grievances; terminated May 3; return of workers pending settlement; indefinite.
Hardware factory workers, Peterborough, Ont.	1	168	3,190	Commenced May 4; for a new agree- ment providing for a 42½ hour week instead of 45 with same take-home pay, increased minimum wage rates, improved seniority, and stabilization of piece-work rates, following reference to conciliation board; unternminated.
Electrical apparatus factory workers, Vancouver, B.C.	1	18	250	Commenced May 11; for a new agree- ment providing for increased wages reinstatement of job classification, payment for all statutory holidays, etc., following reference to con- ciliation board; unternminated.
Motor vehicle factory work- ers, spray painters, Windsor, Ont.	1	(4) 38	30	Commenced May 22; protest against not being asked to work on May 24; terminated May 23; return of workers; in favour of employer.
Plumbing supplies factory workers, London, Ont.	2	524	4,200	Commenced May 22; for a new agree- ment providing for union shop, increased wages, check-off, reduced hours, pension plan, etc. following reference to conciliation board; unternminated.
CONSTRUCTION—				
<i>Buildings and Structures—</i>				
Carpenters and labourers, Lachute, P.Q.	1	38	150	Commenced May 16; for increased wages; terminated May 20; return of workers pending settlement; indefinite.
Painters and decorators Windsor, Ont.	.....	125	350	Commenced May 22; for a new agree- ment providing for increased wages and other changes; terminated May 26; negotiations; in favour of workers.
TRANSPORTATION—				
<i>Water Transport</i>				
Seamen, Botwood, Nfld.	1	6	18	Commenced May 28; protest against disciplining seamen for refusal to obey orders; terminated May 31; replacement; in favour of employer.
SERVICE—				
<i>Business and Personal—</i>				
Waitresses, Sudbury, Ont.	2	40	600	Commenced May 11; for union recognition and agreement pro- viding for increased wages; un- terminated.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incom-
plete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date
of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾ 500 indirectly affected; ⁽⁴⁾ 1,447 indirectly affected.

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Hon. Humphrey Mitchell, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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Within a period of ten days this country and the labour movement in particular lost two men who had lived, moved, and had their being in the advancement of social causes. In the death of the Rt. Hon. William Lyon Mackenzie King on Saturday, July 22 and of the Hon. Humphrey Mitchell early on Tuesday morning August 1, there were removed from the Canadian and world scene two whose lives and service spanned a half century in the making of labour history.

Rt. Hon. W. L. Mackenzie King

Ottawa knew Mr. King first as an industrious young man who had just made a difficult decision—whether to dedicate his life to the problems of industrial peace or to accept a sheltered life as professor of economics at Harvard. That he decided in favour of the first course was the turning point in his own career and was also to have a profound influence in Canadian affairs.

Mr. King inherited his life-long interest in social, economic and political problems from his maternal grandfather, William Lyon Mackenzie, the patriot leader in Upper Canada in 1837. This interest developed steadily during the years that he was a student at the University of

Hon. Humphrey Mitchell

The Hon. Humphrey Mitchell, dead at 55 years, had still much to give in state service. He had held the portfolio of Labour Minister longer than any incumbent in the British Commonwealth; had had to see some of the cherished objectives of labour for which he had fought temporarily jettisoned in the grim reality of a war of survival; had made quick restitution of those rights as he had promised he would; and had directed the difficult period of post-war adjustment in labour-management relations with skill and decisiveness. He was seemingly in that stage of his life where his intimate knowledge of labour and industry could have been drawn upon for future usefulness when death intervened.

Rt. Hon. W. L. Mackenzie King

Concluded.

Toronto and a fellow and post-graduate student at the University of Chicago.

While in Chicago, Mr. King lived at Hull House and spent his spare time in case studies at that great social service centre. What he learned there of the manner in which the poor and the immigrant classes were being exploited profoundly impressed him.

When he returned to Toronto in 1898, he discovered similar sordid conditions in establishments working on Canadian government contracts. These he reported in person to Hon. William Mulock, the Postmaster General. His revelations started a chain of legislative action. The Fair Wages Resolution was passed by Parliament in 1899. The following year the Department of Labour was established, and Mr. King was persuaded to give up an academic career to become Deputy Minister of Labour and Editor of the *LABOUR GAZETTE*.

On July 22, 1900, Mr. King arrived in Ottawa to take up his new duties. On July 22, 1950, just fifty years later to the day, Mr. King, in the fullness of years and outstanding service and bearing innumerable honours passed peacefully away at his summer home at Kingsmere in the Gatineau hills, a few miles from Ottawa.

In the intervening period, Mr. King had served for eight years as Deputy Minister of Labour, for two years as Minister of Labour, and subsequently for more than twenty-one years as Prime Minister. He had played a leading role in Canada's evolution from semi-colonial status to equal rank with the other nations of the British Commonwealth and a world power in her own right. He had contributed greatly to the social, industrial and economic life of the nation and to the unity of the many peoples who make up its population. He had given distinguished leadership to Canada throughout the Second World War and in the early post-war years. He left a mark on the life of his day and generation that will not be soon effaced.

Hon. Humphrey Mitchell

Concluded.

Ever a strong believer in collective bargaining, he sought always to maintain the conditions of freedom in industrial relations whereby workers could achieve their fair share of the rewards of industry.

He was directly responsible for the enactment of the Industrial Relations and Disputes Investigation Act in 1948 as a result of his insistence on a measure that would guarantee general recognition and application of collective bargaining. He built up acceptance for this principle during the war years and at every stage he was meticulous in consulting the executives of labour and industry.

Fortright in speech and action, he brought to bear in his solutions of problems a decisiveness that left no loose ends.

Administering a Department that, more than any other, touched closely the lives of millions of people, he was keenly aware of the problems of the common man.

Unspoiled by power, he was the champion of the little people, the underprivileged and "the men hemmed in with the spears."

His trade union background eminently fitted him to assume the direction of the Department at a critical period of the war when Pearl Harbour, Bataan, and Singapore were disasters that rocked the Allied cause.

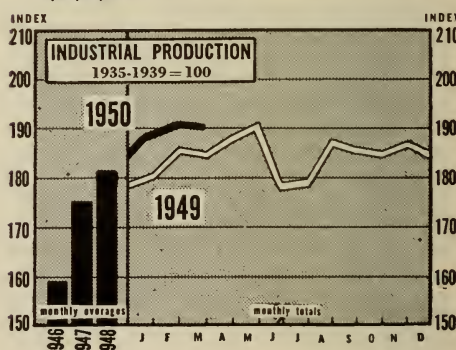
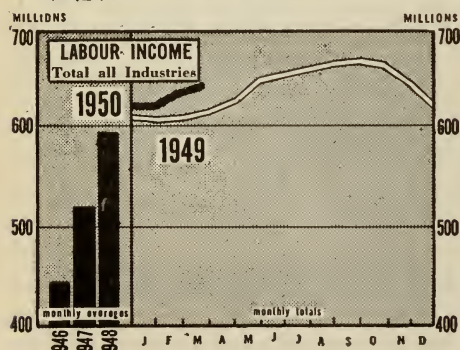
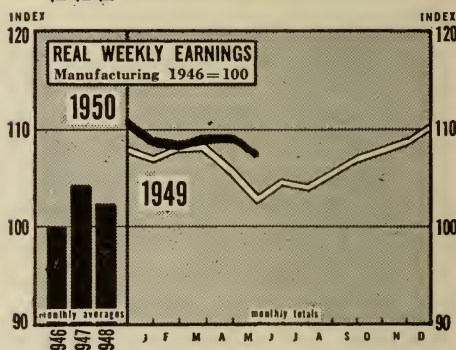
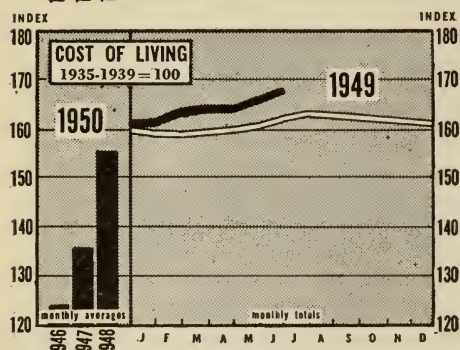
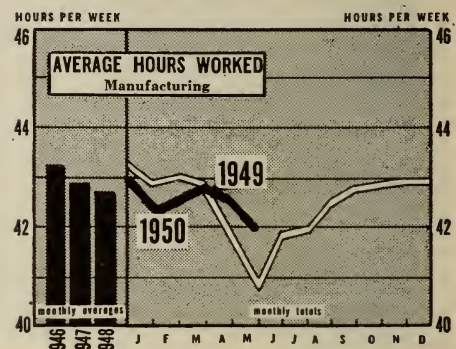
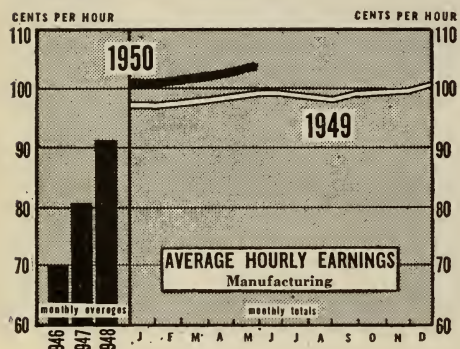
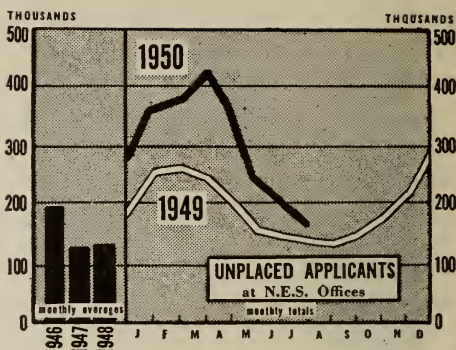
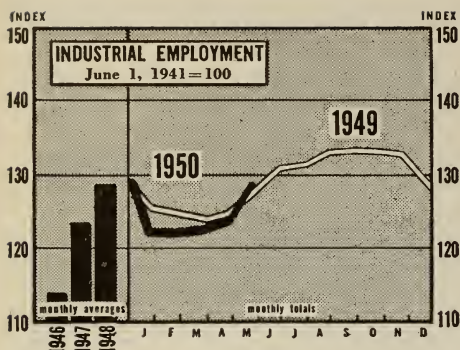
Besides, as an ex-Royal Navy man in the First World War, where he saw action on the seven seas hunting down German raiders, he embodied that aroused Anglo-Saxon tenacity of purpose that would brook no obstacle to victory.

He applied the techniques he had learned in the school of labour negotiation with telling effect in the organization of the labour front for all-out war.

He had to preserve the balance of labour's vital interests against the necessity of national interest. In so doing he earned the respect of employer, employee and consumer, and emerged as one of the nation's pillars.

It would seem that in his sphere of the highest state service the man was matched with the hour.

His life, shortened and terminated prematurely, was the price he paid for that service. For that, Canada will hold him in grateful remembrance.





CURRENT LABOUR CONDITIONS



This article summarizes the latest employment and labour information available at August 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.

IN the past few weeks, accelerated defence preparations in both Canada and the United States have begun to influence the employment situation. An increase in orders for such essential materials as steel, base metals and rubber have strengthened the demand for labour in these and related industries. This new impetus to employment comes at a time when high levels of consumer demand, heavy investment and a record value of exports to the United States have already resulted in a rapid improvement in the employment situation during recent months.

These developments have been reflected in a continued decline in the total number of registrations at National Employment Service at a rate somewhat more rapid than is usual at this time of year. Between July 1 and August 1, the total number of registrations declined to 158,100 a drop of over 46,000. All regions shared in this decline: the improvement was particularly noticeable in Ontario and British Columbia. In the latter region, the total number of registrations on August 1 was below that of a year ago.

If the registrations from men alone are considered, the decline is much more marked and, in many local offices, the number of registrations on hand from male workers is below the figure for last year at this time. The total number of women registering for work has not fallen nearly as rapidly, with married women in particular finding it difficult to obtain employment as employers generally indicate a preference for single women.

This increase in the number of married women seeking employment may also be related to their desire to supplement the family income in face of rising living costs. Although real weekly earnings in manufacturing are still above the level of last year, there has been a slight decline since January, due in the most part to the steady rise in the cost-of-living

(Continued on page 1221)

NOTES OF CURRENT INTEREST

Newfoundland miners move to mainland

Hon. Humphrey Mitchell, Minister of Labour, recently announced that 100 Newfoundland miners have taken jobs arranged for them in hard-rock mines in Northwestern Ontario and Manitoba. This movement of miners was the first on an organized basis from Newfoundland to the Mainland.

The men were selected by Harlow W. Wright, Assistant to the Executive Director of the Canadian Metal Mining Association, in co-operation with the Special Services Branch of the Department of Labour, and with National Employment Service offices in Newfoundland.

Most of the men were experienced miners from Bell Island and the Conception Bay district, and ten of them qualified as carpenters for underground work.

All applicants for these jobs underwent a strict physical examination, and about seventeen per cent of those examined were rejected on physical grounds. Another 30 men, who were originally selected, decided at the last minute that they would not make the trip.

The miners have already arrived on the mainland. Transportation costs were advanced to the men by their new employers. About half the men were placed in jobs in mines in Ontario, and the other half in Manitoba.

More than 3,300 jobs found for handicapped persons

Hon. Humphrey Mitchell, Minister of Labour, announced recently that the Special Placements Division of the National Employment Service found a total of 3,312 jobs for physically handicapped persons during the five-month period from December 15, 1949 to May 13, 1950.

Of the total number of placements made, 2,320 were for handicapped men and 992 for women. Included in these figures were 924 jobs for ex-servicemen and women with disabilities.

Among those who filled these jobs were persons with amputations, and others disabled by paralysis, rheumatism, epilepsy, diabetes, defective vision, defective hearing, lung, heart or stomach ailments. These people were all physically handicapped, but none were vocationally handicapped in the jobs carefully selected for them.

All persons with disabilities applying to the National Employment Service for jobs

were not considered for "Special Placement," Mr. Mitchell pointed out. If their disabilities were such that they were not prevented from continuing their former occupations they were regarded as regular applicants for employment. It was when an applicant's disability prevented him from taking the same line of work he was formerly engaged in that the Special Placements Division stepped in and made a study of the abilities the applicant still had left. An effort was then made to find an opening commensurate with those abilities, the Minister explained.

The number of placements made by the Special Placements Division—especially during a period of seasonal unemployment—constituted an achievement which was the result of careful matching of physical capabilities with the physical requirements of the job, stated Mr. Mitchell. However, on May 13, 1950, there were still 8,535 handicapped applicants for employment registered as unplaced, and while such a situation existed the Special Placements Division would not relax its efforts on behalf of those unfortunate enough to have a disability which prevented them from engaging in their regular occupation.

Farm wage rates in May

According to a report issued by the Dominion Bureau of Statistics, average wages paid to male farm help were lower by the day at May 15 this year, both with and without board, for all Canada (excluding Newfoundland) than a year earlier. Average rates by the month were slightly lower without board and slightly higher with board. By provinces, trends in wage rates varied considerably. Reports received at the two previous survey periods in January 1950 and August 1949, showed general downward trends from corresponding periods a year earlier.

With board provided by the employer, wage rates per day averaged \$3.84 for all Canada at the middle of May as compared with \$4.04 in May last year and \$3.93 in 1948. By provinces, rates ranged from \$3 in Prince Edward Island to \$4.72 in British Columbia. Increases over a year ago were recorded in Prince Edward Island, Ontario and Saskatchewan and decreases in each of the other six provinces. Without board, the average rate for all Canada was \$4.80 as against \$5.06 last year and \$4.89 in 1948, increases being reported for Ontario and Saskatchewan and lower rates

in the other provinces, with wages ranging from \$3.75 to \$6 in Prince Edward Island and British Columbia, respectively.

In the case of monthly wages, the average all-Canada rate with board increased to \$84.64 as compared with \$83.73 last year and \$83.26 two years ago, and without board was \$113.76 compared with \$113.89 and \$113.07 in the two previous years. Monthly wages with board were higher in six provinces, lower rates being reported only for New Brunswick, Quebec and British Columbia. Rates without board were lower in five and higher in four provinces, and ranged from \$82.35 in Prince Edward Island to \$123.11 in Alberta.

New residential construction in Canada

A survey recently published by the Dominion Bureau of Statistics, covering the period January 1 to March 31, 1950, revealed that the 1949 level of activity in residential construction has been maintained in 1950. There were no significant differences in the figures for starts and completions of dwelling units for the first quarters of the two years.

During the first quarter of 1950, an estimated 17,873 dwelling units were completed and an estimated 9,015 units started. Figures for Newfoundland, included in the D.B.S. survey for the first time, show that this province accounted for 161 units completed and 82 units started.

At the end of March, 1950, an estimated 50,161 dwelling units were in various stages of construction. From the types of dwelling units being constructed during the first quarter of 1950, it is estimated that 28 per cent are designed for rental purposes.

Canada to spend \$1,250,000 for technical aid programs

Canada's commitments to the two programs of technical assistance to underdeveloped countries will total \$1,250,000, in the next year and one-half. Canada has pledged \$850,000 to the \$20,000,000 fund which is being established for this purpose by the United Nations, and \$400,000 to the Commonwealth program for Southeast Asia.

The purposes of the U.N. technical aid program were reviewed in the March issue of the *LABOUR GAZETTE* (p. 312). The United States has offered to pay up to \$12,500,000 of the cost of the scheme and Great Britain has pledged \$2,100,000.

In announcing Canada's contribution to the Commonwealth schemes, Hon. R. W. Mayhew, Minister of Fisheries, who was Canadian delegate to the conference held

in Sydney, said that it was decided that "a program of technical assistance should be established immediately to supplement the United Nations program . . . (which would) . . . organize technical assistance on a bilateral basis between governments."

Speaking of the U.N. program, Hon. L. B. Pearson, Secretary of State for External Affairs, said that it is not intended that the Commonwealth program duplicate that of the U.N., but rather that any contributions to the Commonwealth effort "are dovetailed into and do not overlap anything the United Nations may do."

Trades and Labour Congress History

The Public Relations and Research Department of the Trades and Labour Congress has recently issued *An Historical Review*, a 20-page illustrated booklet describing outstanding incidents in the career of the Congress since its early days.

The booklet also tells the story of Daniel O'Donoghue, "the Father of the Canadian Labour Movement." In the words of the reviewer, O'Donoghue, while striving nearly half a century to secure justice for his fellow workers, "never shirked a duty or wavered in his allegiance to the cause of the lowly and the oppressed."

The Trades and Labour Congress founded in 1873, was the direct outgrowth of the activities of the Toronto Trades Assembly, established in 1871, the Nine-Hour Leagues, and the Ottawa Trades Council, organized in 1872, the review states.

Under the name of the Canadian Labour Union, it first met in Toronto in 1873, and annually thereafter until 1877, although in that year it met under the name of the Canadian Labour Union Congress.

During the long depression which followed the panic of 1873, trade unions disappeared almost completely. The Congress held no meeting in 1878 and the last meeting of the Toronto Trades Assembly was in the same year.

With the general improvement in business at the turn of the decade, the Toronto central body was revived in 1881 and the Trades Assembly records were turned over to the new organization known as the Toronto Trades and Labour Council. In 1883, the Council called a national convention of delegates of union organizations. The meeting was held in Toronto under the name of the Canadian Labour Congress.

Again in 1886 the Toronto Trades and Labour Council called a meeting and since that time the Canadian Labour Congress has been an annual event.

O'Donoghue was largely responsible for the continuity of the national body and the review states that "in very truth . . . (he) . . . gave all his life for his friends, the poor. . . ." A member of the Typographical Union, he organized a local in Ottawa in 1866. In 1872 he helped to found the Ottawa Trades Council, and became its Assistant Secretary; in 1873 he was selected as the First Vice-President of the Canadian Labour Union. Elected in the following year to the Ontario Legislature, he became the first labour member of any parliament or legislature in Canada.

The review also discusses briefly the aims and objectives of the Trades and Labour Congress, the influence of internationalism on organized labour in Canada, and the efforts of the Congress, by political action and other means, to secure legislation for the improvement of working conditions.

Since 1898, the Congress has sought the implementation of certain principles. These proposals, known as a Platform of Principles have been revised from time to time. Some of these are: free education and compulsory school attendance; establishment of the six-hour day and the five-day week; national old-age pensions; public ownership and democratic management of all public utilities and nationalization of banking and credit; abolition of non-elective legislative bodies; equal pay for equal work for men and women; and proportional representation with group constituencies.

Presidents of the Congress since 1901 have been Ralph Smith, M.P., John A. Flett, Alphonse Verville, M.P., William Glockling, I. C. Watters, Tom Moore and P. M. Draper. Percy R. Bengough, C.B.E., who is now president, has held this office since 1940.

Old Age and Blind Pensioners in Canada

The number of persons receiving old age pensions in Canada increased from 277,031 at December 31, 1949 to 282,584 as at the end of the quarter March 31, 1950.

The Federal Government's contributions under the Federal-Provincial scheme totalled \$23,932,950.46 for the quarter ended March 31, 1950, as compared with \$24,909,788.05 in the preceding quarter. Since the inception of the Act the Federal Government has contributed \$634,739,055.44.

The average monthly pension in seven provinces ranged between \$37.17 and \$38.65; in three provinces between \$34.36 and \$36.22. In Newfoundland where the maximum pension payable was \$30 the average was \$29.47.

In only three provinces was the number of pensioners higher than three per cent of the total population.

In addition to the above, pensions were being paid to 10,517 blind persons as at March 31, 1950, as compared with 10,232 at December 31, 1949.

The cost of pensions in respect of blindness to the Federal Government was \$941,934.36 for the quarter ended March 31, 1950 and \$927,943.95 in the preceding quarter. Since the inception of the Act, Federal payments have totalled \$19,024,864.40. The average monthly pension was between \$37.66 and \$40 in ten provinces. In Newfoundland, where the maximum pension payable was \$30, the average was \$29.38.

Commonwealth Trade Union Conference

During the course of the Thirty-third Session of the International Labour Conference, held at Geneva during June, trade union representatives from Commonwealth countries held a special meeting for the purpose of consultation. Following this meeting the following statement was issued:—

"Taking advantage of the presence at the International Labour Conference of many representatives of national centres throughout the Commonwealth, a Conference took place on Saturday and Sunday, 24 and 25 June 1950, for purposes of consultation.

"The Conference was not concerned with registering policy decisions. The opportunity was taken of receiving first-hand reports of the main trends of trade union policy and the conditions in which that policy is operating.

"Information was given of economic conditions, wages policy, social developments and problems of organization in the various countries.

"The subject of international affiliation was similarly a point of information.

"The value of the Conference as an informative medium gave rise to the only decision recorded. This was in connection with means by which developments as they arise in the countries concerned can be notified to all the participating national centres. In this connection the British Trades Union Congress is to receive regular reports for collation and dissemination at regular intervals to co-operating national centres.

"Further meetings of a similar character are contemplated."

National trade union centres represented at the Commonwealth meeting were as

follows: New Zealand Federation of Labour; Australian Council of Trade Unions; South African Trades and Labour Council; Indian National TUC; All-Pakistan Trade Union Federation; All-Ceylon Trades Union Congress; British Trades Union Congress.

Canada was represented by Mr. Claude Jodoin, Vice-President, Trades and Labour Congress of Canada; Mr. A. P. MacArthur, President, Ontario Federation of Labour (TLC); Mr. A. J. Kelly, Chairman, Dominion Joint Legislative Committee, Railway Transportation Brotherhoods.

**TUC
relaxes wage
restraint
policy**

The General Council of the Trades Union Congress, on June 28, unanimously approved a new statement of policy which recognizes that "there must be greater

flexibility in wage movements in the future than was envisaged in the policy approved by the conference of executives in January" (L.G., Jan., 1950, p. 16).

The General Council, at the same time, issued a warning that basic economic difficulties still remain, "even if temporarily lessened in their intensity," and that increased efficiency and lower costs in industry are as necessary today as they were a year ago, and that therefore there must continue to be "reasonable restraint" in all personal claims on the nation's production.

There is no formula which can be devised as to how this flexibility can operate, the statement says, and it must therefore be left to the "good sense and reasonableness" which the unions have displayed, particularly in the post-war period.

In view of the lack of any practical formula to guide unions in wage policies, the General Council has offered facilities for consultation to any affiliated union desiring assistance in the consideration of its problems.

The statement will go before the next annual meeting of the Congress in September for approval.

On July 3, the Chancellor of the Exchequer, Sir Stafford Cripps, replying to a question on the Government's wages policy, told the House of Commons that Great Britain could not afford anything but a limited degree of relaxation of the very rigid standards laid down after devaluation. "If we were now to abandon this policy," he said, "we should set in motion a wave of inflation which would do very great harm to our economy and to the living standards of the workers. . .

"The policy of restraint hitherto exercised, which was intensified after devaluation, has had a striking degree of success and, thanks to the co-operation of all sections of the community, has contributed greatly towards the improvement in our affairs which has taken place since this time last year. Although, therefore, our economic situation appears more favourable today than it was, there is still a great need for continued restraint in the matter of personal incomes, as is pointed out in the statement issued by the Trades Union Congress."

**Rapid ageing
of workers
creates
problem
in France**

According to an article in a recent issue of the *Revue Française du Travail*, monthly publication of the French Department of Labour and Social Security,

France is concerned with the situation created by the steady increase in the proportion of older persons in her industrial population.

It is asserted that industrial production is related directly to the age of the workers, younger workers being given the preference to insure a maximum of production from industrial equipment and machinery. The younger worker, on his part, prefers the easier work in newer plants that have modern equipment and where less specialized training is required.

A recent study of age categories of workers in French industry, it is claimed, shows that younger workers "disdain" the hard work in the steel and mining industries, "which are the most important in France." Consequently, these key industries are being staffed increasingly by workers in the older-age categories. A further conclusion reached by the study was that older workers lack adaptability and ability to become adjusted to changed conditions. They thus constitute an obstacle to the introduction of new production methods, as well as to geographical and industrial shiftings of the labour force, which may become necessary in time of serious unemployment.

The situation is rendered more serious by a great increase in the number of old persons who want—and need—to work beyond the normal age of retirement, as well as by retired persons who are finding it necessary to supplement their incomes.

These considerations, it is urged, suggest the need for the adoption of labour policies that would offset the "problems of the ageing of the population."

It is asserted that "subsistence of the old can be secured only by previous deductions from the incomes of adult workers."

Support of the old by their families is no longer possible, it is held, "because of profound changes in family life and collective assistance is necessary."

A society that is making it possible to increase life expectancy, it is claimed, "owes decent conditions of living to those attaining retirement age" if they are unable to work.

"In the last analysis," the article states, "the problem of the ageing of the population and its consequences, can be settled only by an increase of industrial production."

Reciprocal social security in Western Union countries

A further stage in the co-operation on social policy between the five Western Union countries (Belgium, France, Luxembourg, The Netherlands and the United Kingdom) was reached with the signing on April 17 of

two Conventions and a Supplementary Agreement dealing with the exchange of student-employees, frontier workers, and social and medical assistance.

In the implementation of the Convention of November 7, 1949, the five signatories to the Brussels Treaty are negotiating a series of bilateral agreements, to link the social security schemes of their countries into a network for the extension of such benefits as sickness, invalidity, old age, death, maternity, industrial injuries and prescribed occupational diseases, to their nationals no matter in which of the countries they may be living.

The Convention concerning student-employees is intended to encourage young people to gain wider experience in their work, and to improve their knowledge of languages, by taking employment abroad. Its provisions apply to student-employees of both sexes who are in general, not more than 30 years of age and employed in either manual or non-manual work. The period of their stay will generally not exceed one year, but in exceptional cases may be extended for a further six months. No fixed numbers of student-employees are laid down; this and the basis of their admission will be determined from time to time by each country. The Convention defines the basis of remuneration, and provides for the setting-up of a central agency to facilitate their exchange.

With the consent of all five Governments, the Convention can be extended to nationals of other countries.

The second Convention concerns the regulation of conditions of work of frontier workers, i.e., workers living in one country but working in the frontier zone of a

neighbouring country. Under its provisions, frontier workers will be employed under the same conditions and at the same wages as nationals of the country in which they work, and, with certain specified exceptions, are eligible for the same unemployment benefits as if working in their own country.

The Supplementary Agreement on Social and Medical Assistance deals with matters of detail in connection with the November Convention, which provides that nationals of any of the Brussels Treaty countries, lawfully residing in the territory of any of them, who are without sufficient means, may receive financial and medical assistance on the same basis as nationals of the country of which they are residents. It provides, in particular, that recourse to repatriation will be had only in exceptional cases, and then only "when no humanitarian considerations would deter."

Free trade unions hold executive meeting at Brussels

Important decisions affecting the free workers of the world were reached when the Executive Board of the International Confederation of Free Trade Unions met in Brussels from May 25 to

27, according to the (ICFTU) *Information Bulletin*, June 1. The meeting, which was held at the Confederation headquarters, was the first since the inaugural London Congress of November 28 to December 9, of last year (L.G., Feb., 1950, pp. 172-182). Mr. Paul Finet, president, was the chairman.

The Board approved the calling of a Western Hemisphere regional conference to be held this autumn, the exact date and location to be determined later.

This decision was made during a discussion of regional organization. The Board also decided to instruct the Far East Mission to consider and report on the problem of Asiatic regional organization and it agreed that the General Secretary, Mr. G. H. Oldenbroek, should consult with the national centres in Europe as to the advisability of calling a European regional conference.

The General Secretary announced that an ICFTU three-man delegation would leave for South East Asia within three or four weeks. Through the efforts of this delegation, the Confederation plans to bring support to the union forces in Asia which are combating Communism.

Ratification was given to previous agreements between the ICFTU and the International Trade Secretariats, which are world-wide centres of unions in specific industries. Under the new arrangement, the

secretariats preserve their autonomy and, at the same time, form with the ICFTU a united international labour movement.

During the discussion on the Christian trade union centres, it was unanimously agreed that there would be no departure from the standpoint taken at the London Conference when the centres were "invited to attend . . . with full and equal rights and responsibilities," with the condition that they cease to be affiliated with any other international trade union federation.

Discussion also centred on arrangements for opening an ICFTU office in New York which will carry on close liaison with the United Nations and do publicity work on behalf of labour in the Western Hemisphere.

An important decision was reached in connection with the Ruhr problem and the re-organization of European heavy industry. The Executive Board expressed its agreement with the principle of the Schuman Plan, but at the same time demanded adequate representation on the part of the free trade unions in the working out of the Plan's details.

The *Information Bulletin* stated that the Board adopted a resolution to the effect that "while the right of the German Government to decide upon the ownership of the Ruhr industries should be recognized it is imperative in the interest of world peace that the exploitation of the resources of the Ruhr for aggressive militarist purposes and the re-establishment of the Ruhr combines should be forever prevented; that in the final re-organization of the Ruhr the management of the Ruhr industries be entrusted to administrative bodies in which all interests will be represented on an equal basis, both in the central management of each industry and in the management of the producing units. . . ."

On the subject of heavy industries, the same resolution declared "that the Governments of the Benelux countries—France, German Federal Republic and Great Britain—enter into negotiations with a view to the formation of an inter-European authority for the coal, iron ore, iron and steel industries, which shall be open to participation by other countries. . . ."

It was reported at the meeting that several countries have withdrawn recently from the Communist-dominated World Federation of Trade Unions. Among these countries are Colombia, Finland, Israel and Australia.

Canadian delegates attending the meeting were Pat Conroy, secretary-treasurer of the Canadian Congress of Labour, and Sam Finlay, international vice-president for

Eastern Canada, International Brotherhood of Boilermakers, Iron Ship Builders, Welders and Helpers of America (AFL).

British cotton mills team reports on high U.S. productivity

Without sacrificing quality or creating unemployment for some workers, British cotton mills could increase productivity almost to the American level. This is the view of a Lancashire cotton team which visited the United States last autumn to study productivity in American cotton mills.

The unanimous report of the team was published by the Anglo-American Council on Productivity which sponsored the tour. It has now been summarized in the April edition of *Labour*, a pamphlet prepared by the British Trades Union Congress.

In its report, the team refers to the high rate of output in the average American mill where 100 workers produce the same amount of cotton yarn as 238 workers in Britain, without any strain on themselves or their machines. The English mill hands work just as hard or harder than their American counterparts in obtaining their lower output, observes the report.

Three reasons were advanced for this difference: "production-mindedness; novelty-mindedness; and research-mindedness."

"Mill hand and company director both believe that low output means high costs which drive the customer away," the *Labour* article stated. Greater productivity at lower costs will encourage customers to buy over and over again, keeping men and machines busy.

If a new device comes on the market, the manufacturer does not wait for the "other fellow" to try it out, but uses it himself because he wants to know if it will help his business. Workers, too, are willing to accept a change in methods because they are informed by management in advance about the necessary innovation.

In the field of research, many mills have their own experimental departments and more money is being provided to expand the industry's central research stations.

The trade unions play a special part in assisting the drive for more efficient production. The team reported that "the willingness of unions and of workers to accept changes in work assignments when this is justified by new methods or by technological advances is undoubtedly one of the major factors which has led to the high productivity in American mills coupled with lower operating costs."

While American workers have the advantage of many mechanical aids, the main machines are basically similar to the British. The team was convinced that British machinery makers can supply anything which the industry needs.

In contrast with British methods, American manufacturers do not separate their spinning and weaving mills, the report showed. Usually, the entire output of the spinners is used by the weavers in the same firm; the dyeing, bleaching and printing are often carried out there too.

There are fewer varieties of fabrics made in the United States mills, the report continued. Manufacturers, advised by expert industrial consultants, can decide which lines are the most profitable to produce.

Even without these advantages, the report states, British mills can bring their average productivity near to that of the best American mills.

U.S. Senate bill on social security

On June 20 the United States Senate gave its approval to a bill which would effect a considerable expansion in the American system of old age security.

The provisions of the bill are substantially similar to those of H.R. 6000, which was passed by the House of Representatives last fall. Differences in detail between the two measures are now being reconciled in conference.

According to press reports, the Senate bill would add some 10,000,000 persons, about half of them self-employed, to the 35,000,000 already covered by old-age and survivors' insurance under existing legislation.

The bill would also make important changes in the amount of benefit payable under old-age and survivors' insurance, and the method of financing the program. Monthly benefit payments would be almost doubled, the maximum primary benefit rising from \$45 to \$80. The payroll tax, now levied on both employers and employees at the rate of 1½ per cent, would remain unchanged until 1956. In that year it would be increased to 2 per cent; in 1960, to 2½ per cent; in 1965, to 3 per cent; and in 1970, to 3½ per cent. The maximum taxable income on which this tax is levied would be increased from the present level of \$3,000 to \$3,600.

The Senate also approved a thorough study and evaluation by its Finance Committee of the entire American system of social security. The Committee's study, to take at least two years, will seek, among other things, to determine whether cover-

age can be made universal and whether a pay-as-you-go method of financing the program is practicable.

UAW gains first area-wide pension plan in automotive industry

The United Automobile Workers union (CIO) has reached an agreement with 70 shops of the Automotive Tool and Die Manufacturers' Association in Detroit, Michigan, on a pension pact covering 6,000 employees. *Business Week* of June 3 reports that the agreement—the first of its kind in the automotive industry—provides for area-wide pensions designed to cover small employers with a highly mobile work force.

Under the plan, workers may move from one member employer to another and still retain credits toward the 25 years of continuous service required for retirement benefits payable at 65. When eligible for retirement, workers will receive \$100 a month from a joint fund to be set up by ATDMA.

Business Week points out that the contract is only an extension of a longstanding bargaining practice, since the Detroit union locals have been accustomed in the past to sign one master pact with the Association.

New U.S. Bill provides increased quota of displaced persons

U.S. President Truman on June 16 signed the Displaced Persons Bill thereby expanding to 415,744 the total number of persons admitted or to be admitted under the special post-war legislation, according to the *New York Times*.

The new bill makes obsolete the provisions that were said to be "un-American" in the Displaced Persons Law of 1948, the *Times* stated. In future, entry will be available to Jews who were denounced by the Nazis; to Catholics from Russian dominated countries; to Italians who fled from Fascism; to the Volksdeutsch who were forced out of the Sudetenland, Yugoslavia, Hungary, Roumania, Poland and the Baltic countries early in the war; and to orphans and a few other groups.

To ensure against the entry of people with subversive intentions, the Displaced Persons Commission is authorized to investigate the character and eligibility of DP's and immigrant applicants of German ethnic origin.

The bill provides for the issuance of 400,744 visas, including 172,230 which had been issued up to May 31. It also makes provision for the permanent entry of 15,000

students and other persons already here on temporary permits who cannot return to their homes without the risk of death or persecution.

It is believed by government officials familiar with the bill that it will "lead to the effectual emptying of the displaced persons camps in Europe," the *Times* stated. In addition to those who have already received American visas, the United States would take about 120,000 of the 300,000 left in the camps. The others would go to Australia, Canada and South America.

Commission to study U.S. migrant labour problems

President Truman has appointed a five-man commission to make a broad study of conditions among migratory workers in the United States and of problems created by the migration of workers into the country, according to the *New York Times* of June 4. The committee has been directed to report by December 15.

Three important questions will receive foremost attention during the investigation. They are:—

1. The social, economic, health and educational conditions among migratory workers in the United States, and the responsibilities now being assumed by Federal, state, county and municipal authorities to alleviate conditions among these workers.

2. The problem created by the migration into the United States of alien workers for temporary employment, and the extent to which alien workers are now required to supplement the domestic labour supply.

3. The extent of illegal migration of foreign workers into the United States, and whether and how law enforcement measures may be improved to eliminate illegal migration.

Various estimates have placed the number of migratory workers at 1,000,000 to 5,000,000, the *Times* article stated. In many instances, living standards among migratory labourers and their families are far below those of other groups in the population. Furthermore, because of the lack of a fixed residence as well as their specific exemption in various laws, the migratory workers are frequently not entitled to the benefits of Federal, state, and local social legislation.

An additional complicating factor is the presence of Mexican workers whose entry into the United States is provided for by an agreement between the two countries.

In addition to the legal migrants from Mexico, thousands of illegal entrants cross the border. While most of them are deported, no effective means has yet been found to prevent this illegal immigration.

On June 11, the *New York Times* reported that the appointment of the committee had received approval in California.

While the question of migratory labour has been with the country for half a century, many recent factors have focused greater attention on it, the article stated. Among these are the post-war drop in urban industrial employment, the rapid mechanization of many farm operations which reduces the demand for labour, crop failures and, in recent months, the threat of another potential "dust bowl" in the southern Middle West.

The four main migrant blocs in the United States, the article pointed out, are on the Atlantic Seaboard, in the mid-western grain states, in the Intermountain West and on the Pacific Coast.

U.S. employment near all-time peak level in June

At the end of June, employment in the United States had reached its highest level since the record month of July, 1948, according to a report appearing in the *New York Times*. The report, based on information from the Bureau of the Census showed gainfully employed at June 10 as being 61,482,000. This was 133,000 less than the record level of 1948, and shows an increase of 1,750,000 jobs over May of this year.

There was an increase in unemployment figures during the month, but this increase was said to have been caused entirely by the entry of school-age persons into the labour market, most of whom were seeking temporary employment. Among adult workers there was a decline in unemployment, and for the first time since early 1949, the number out of work for four months or longer also dropped.

Charles Sawyer, Secretary of Commerce was quoted by the *Times* as having said that: "Although most of the gains reported by the Census Bureau can be traced to seasonal factors, there is strong evidence of a continual improvement in the general employment picture."

Despite this high level of employment, the *Times* said that the jobless total was 1,000,000 or more greater than in 1948, and a higher proportion of the labour force was out of jobs than two years ago.

**Workmen's
Compensation
and
Rehabilitation
Conference**

The U.S. Department of Labour and the Federal Security Agency were joint sponsors of the 1950 National Conference on Workmen's Compensation held in Washington. Representatives from 43 States, Hawaii, Puerto Rico, the Virgin Islands and Canada attended the 2-day sessions.

The conference keynote was expressed by Michael J. Galvin, U.S. Under-Secretary of Labour, in his opening address, when he expressed the hope that the conference would find "both the will and the means to effect the culmination of the compensation process—the restoration of the injured worker to productive living and employment." While compensation and rehabilitation are basically State problems, "the Federal Government also has a real interest in it," Mr. Galvin pointed out.

The Under-Secretary outlined the purpose of the conference as being "to improve co-operative procedures (between Federal and State agencies) so that all the 12,000 permanently disabled who face a substantial job handicap may receive vocational rehabilitation services for which they are now eligible."

Mr. Galvin stressing the need for closer co-operation between State and other agencies recommended: "(1) Early recognition and referral of injured workers for rehabilitation soon after the injury, which may necessitate a review of State workmen's compensation laws. (2) Fuller use and 'perhaps extension of rehabilitation centres.'"

In his remarks to the conference, Federal Security Administrator Ewing said that his Agency was directly interested in the problem because the FSA has as one of its primary responsibilities "the execution of the Federal-State rehabilitation program." He expressed the hope that the conference would produce "a foolproof system whereby a seriously injured worker can start getting rehabilitation services right after the accident."

Panel discussions at the conference centred around two subjects: (1) co-operation to facilitate rehabilitation of injured workers; and (2) improving medical services to workmen's compensation clients.

One of the features of the conference was a demonstration of rehabilitation cases from the Woodrow Wilson Rehabilitation Centre. Several clients demonstrated their ability to walk, sit, fall and rise despite very serious injuries. In addition, three paraplegic patients from the Kessler Institute showed their proficiency in the

use of prosthetic appliances. Dr. Josephine Buchanan of the Woodrow Wilson Centre, stated that conversion from a hopeless cripple to usefulness was not unduly expensive, and had cost less than \$1,000 in each case.

William L. Connolly, chairman of the conference planning committee, presented several recommendations for consideration. Among the more important recommendations made were:—

- (a) A definition of medical care which would include "any treatment necessary to restore the disabled individual to his maximum level of physical capacity."
- (b) Unlimited medical aid for the injured.
- (c) Improved State rehabilitation legislation and agreements.
- (d) Vesting of full supervision and control over the provision of medical care within the scope of the workmen's compensation Act in the workmen's compensation agency.

The committee also urged "closer co-operation between the administering agencies and physicians, insurance carriers, trade unions, and employees." The committee felt that the success of a vocational rehabilitation program required "the concerted efforts of each affected party."

**Minimum
wage
regulations
in France**

A recent memorandum issued by the Information and Press Service of the Department of External Affairs of France shows that the passing of law No. 50-205 of February 11, 1950, concerning collective agreements and procedure for settling collective labour disputes has reinstated the free wage in France. Henceforth the State will not intervene except to fix the national inter-occupational guaranteed minimum wage. Wages may therefore be set freely within the bounds of the collective agreements, provided that the national inter-occupational guaranteed minimum wage is observed.

In the meantime, orders governing wages will remain in force until replaced by collective agreements or decisions by arbitrators tending to modify them, with the exception, however, of the provisions relating to the observance of a maximum wage or of a maximum average wage. Minimum wages provided for by orders in council are therefore still valid.

Wage regulations in force in France up to the passing of this law were based on the following principles:—

- (a) Determination of the minimum wage of the ordinary labourer.

(b) Establishment of a graduated employment classification. This classification is provided for by the various orders fixing wages, starting with the labourer, to whom the coefficient 100 is assigned. For example, the graduated scale ranges from 185 for engineers to 600 for army officers.

(c) Determination of a variation between the minimum wage and the maximum average wage for workers (115 per cent of the minimum) or the individual maximum wage for office employees, technicians, draughtsmen and supervisory personnel (118 per cent of the minimum).

(d) Reductions in accordance with age.

(e) Fixing of territorial zones for the determination of wages.

The wages of workers other than labourers comprise two elements: a wage based on a graduated scale; and fixed bonuses.

Australian labour paper enters its 60th year

Celebrating its 60th Anniversary on March 1, *The Worker*, a labour newspaper in Brisbane, Australia, commented: "Labour, the powerful movement that has contributed so much to the progress and development of Australia, was in its political swaddling clothes when *The Worker* was first published."

The statement appeared in an article "When Labour Was Born" which was featured in the paper's March 6 edition.

"The Labour Movement in Queensland as in other countries," explains the article, "had its origin in the dissatisfaction of the workers with the conditions under

which they worked." Vigorous agitation by unionists culminated in the launching of a Trades and Labour Council in 1885. This was succeeded by the Queensland Provincial Council of the Australian Labour Federation which held its first meeting on June 11, 1889. "This was practically the birth of the Labour Movement in Queensland," states the article. Within a few months the scheme, which was greeted enthusiastically by the workers, had been adopted in all the large centres of Queensland.

Among other features, the ALF draft scheme provided for the publication of labour papers, and less than a year later *The Worker* appeared.

* * *

A second article appearing concurrently in *The Worker* tells of the Australian Workers' Union during its years of trial and disappointment in the 1880's. The foundations of the union were laid in Victoria in 1886. From that time until 1912, when it amalgamated with an all-embracing workers' organization in North Queensland, the AWU was almost entirely the Shearers' Union. It had members in every State, but it was not until almost three decades later that the union assumed its present form, that of "one big union for all classes of workers, no matter what their occupation or sex."

Today, the working conditions existing in the 80's and 90's are gone, the article states. "Further," it adds, "the workers industrially and politically, are better organized and provided for than they are perhaps in any other country on earth."

DEPARTMENT OF LABOUR, 1900-1950

The September issue of the LABOUR GAZETTE will be a special number commemorating the fiftieth anniversary of the founding of the Department of Labour.

It will contain a series of articles describing labour events of the past half century, and will be attractively designed and illustrated.

The statistical tables and other regular monthly features of the LABOUR GAZETTE will not appear in this Anniversary Issue, but will be issued separately later in the month.

PARLIAMENTARY COMMITTEE REPORTS ON OLD AGE SECURITY

The proceedings of the Joint Committee of the Senate and House of Commons on Old Age Security, extending over a period of more than two months' duration, evoked a renewed nationwide interest in the complex problems involved in providing an adequate program of old age security for the Canadian people.

The findings of the Committee, embodied in a 112-page Report tabled in Parliament on June 28, form the basis of the following article.

The Report of the Joint Committee of the Senate and House of Commons on Old Age Security was presented to Parliament on the 28th of June. Its contents constitute the final product of an intensive study undertaken by the Committee following its appointment at the end of March by a Resolution of both Houses of Parliament. The Resolution read in part as follows:—

That a joint committee of both Houses of Parliament be appointed to examine and study the operation and effects of existing legislation of the Parliament of Canada and of the several provincial legislatures with respect to old age security; similar legislation in other countries; possible alternative measures of old age security for Canada, with or without a means test for beneficiaries, including plans based on contributory insurance principles; the probable cost thereof and possible methods of providing therefor; the constitutional and financial adjustments, if any, required for the effective operations of such plans, and other related matters . . .

The first eight chapters of the Report, designed to provide a convenient summary of the evidence and opinion considered by the Committee, reflect the thorough manner in which the Committee attempted to meet the demands of its terms of reference.

Programs now operating to provide old age security in Canada, including the existing old age pension legislation, War Veterans Allowances, Canadian Government Annuities and employee pension plans are reviewed. There follows a comparative analysis of the principal features of the old age security schemes in Australia, New Zealand, Denmark, Sweden, the United States, Great Britain, France and Switzerland. Representations received from seven provinces, and the briefs and testimony submitted to the Committee by various organizations and individuals are summarized briefly.

Further chapters deal with the financial aspects of old age security, the constitutional aspects of a Federal old age pension program, and the relationship of old age security to War Veterans Allowances, unemployment insurance, Canadian Government Annuities and the National Housing Act.

Findings of the Committee

The findings of the Committee, set forth in the last chapter of the report, are of considerable significance in view of the influence they are expected to exert on the character of future Canadian legislation in the field of old age security.

Increase of Ageing Population.—Following a recognition of the “complexity of the subject which was referred to the Committee for study,” and of the difficulty of securing even a satisfactory definition of the term *old age*, the report points out that “our aged population is growing from year to year.” The total of persons 65 years of age or over, which was 576,000 in 1931, or one in every eighteen in the total population, will be an estimated 1,101,400 in 1951 (one in every thirteen), 1,372,500 in 1961, and 1,630,000 in 1971.

The report stressed the importance of continued gainful occupation for those older people who wish to continue work, and whose health will permit it. The Committee said that it believed “increasing emphasis should be placed on efforts to remove from people’s minds the idea that there is any set age for retirement. Each individual . . . should be encouraged to continue as long as possible in gainful employment.” This would be beneficial to the “economic progress and prosperity” of the country and would ensure utilizing “to the fullest possible advantage the mature skills of these older workers.”

The problem of the prematurely aged, and invalids forced to retire from employment early in life, and the blind, was dealt with briefly in the report. The committee expressed itself as being "deeply impressed by the evidence presented" on behalf of these people but felt "that the terms of reference established for it ruled out the possibility of a detailed examination of this problem. . . ."

Social Needs of the Aged.—A considerable amount of evidence was presented to the Committee which demonstrated "that old age security does not consist solely of the assurance of adequate cash income to individuals in their later years." The report listed adequate housing, health and welfare services and suitable part time occupations as factors which "enter into the complex picture of the needs of this important section of the nation's population."

The Committee recommended that the present program of finding employment for older workers be intensified, especially "in terms of persuading employers and governments to keep open the doors of employment opportunity to individuals who are in their middle or later years. . . ."

Regarding medical and health programs for older people, the report noted that some provinces possessed "well-organized programs" and the Committee recommended encouragement and expansion of their programs, especially in provinces lacking facilities for health care of the aged. It was suggested that if the burden on the provinces of providing income security for the aged were lessened more adequate medical and hospital care could be provided.

In considering the housing needs of the aged, the Committee considered that there were "possibilities now open to private organizations, provincial and municipal authorities under amended provisions of the National Housing Act," and that sufficient time had not elapsed for full advantage to be taken of the Act. It recommended further study to develop "the machinery already in existence."

Employee Pension Plans.—The report said that "employee pension plans have already made a significant contribution to the provision of retirement security for an important section of the Canadian labour force." The Committee therefore expressed its desire to do nothing to lessen the current interest of employers in employee pension plans. However it did feel that private plans in use at present "have a very uneven

effect over the entire working force and further that the cost is passed to the consumer so that "the entire population finds itself indirectly paying part of the cost of pensions for the more fortunate groups."

The Committee therefore undertook to develop a scheme on a universal basis which "would make it possible for these industries to adjust their private plans so as to fit into governmental provisions. . . ." The public scheme in the Committee's opinion should not interfere with either employee plans or private provisions for old age security, but should serve as a floor under these, and "stimulate the development of new pension plans."

The report also recommended certain improvements in the field of private pensions. While some improvements had been effected by the action of income tax authorities, it was further suggested that there should be "as a condition of income tax exemption, a greater degree of transferability of individual pension rights."

The Committee was firm in maintaining that the provision of a basic old age security plan should not weaken private incentive to save and that everything possible should be done to encourage private saving. The report said that the merits of Government Annuities "should be made more widely known by a suitable campaign of advertising and by other methods designed to facilitate their purchase."

Other Claims to Priority.—While the Committee was limited by its terms of reference to a specific study of old age security, its report noted that "it has not felt it advisable to overlook . . . other areas of social need in which governments, both provincial and federal, may be called upon to take in the future a substantial measure of responsibility."

The Committee said that the present annual cost of "health and welfare services to the people of Canada provided at public expense by all levels of government, can presently be estimated on a conservative basis at not less than \$1 billion annually." The report also mentioned other widely advocated social security programs which would add to this total. These aspects were all taken into consideration and the Committee considered "that it must avoid suggesting such a substantial diversion of the total national income into a program for the aged as to preclude the possibility of developing . . . a fully balanced social security system."

Three Main Alternatives.—As the result of its study, the Committee suggested three possible systems: "*old age assistance; an*

insurance system; a universal pay-as-you-go system" (italics ours). The report noted that a program could be developed based on "two, or even all three of these systems."

The report explained that under an *old age assistance scheme* (as presently used in Canada) the determining factor in regard to receipt and amount of pension is individual need. This means investigation to find the extent of individual need, and is the most strongly criticized feature of the system.

The Committee felt, however, that investigation of need was almost inevitable in any system financed out of general revenue. The report noted that the estimated expenditure of \$136 million for old age assistance in the current year would be increased to over \$300 million if there were no investigation of need.

The basis of a system of *old age insurance* is that the individuals protected provide for their own pensions through regular contributions and consider these contributions as a form of investment. The pension received is related to the amount or number of contributions made. The Committee felt that the strength of this scheme was the fact that "the individual who is covered . . . has earned the right to his pension by his own individual contributions or by contributions made on his behalf by his employer."

Among the disadvantages of such a scheme noted in the report were the facts that since the benefits received depend on the amount of contributions and the period for which the recipient is covered, those who enter the scheme late in life could expect only a small pension. The Committee also said that it would be difficult to apply the scheme universally, especially to self-employed groups such as farmers. The report pointed out that under this system old age assistance would be needed "on a large scale for many years. . . ."

The Committee expressed the belief that by "combining old age insurance with a universal minimum benefit financed out of general taxes," some of the weaknesses of old age insurance could be lessened. However, the report said that "to the extent that this minimum benefit approaches adequacy and is paid without regard to record of prior contributions, it weakens the link between the individual's contribution and benefit which is the essential strength of the insurance system itself."

The report also said that an *old age insurance* scheme presented certain administrative difficulties such as the setting up of a reserve fund, and keeping extensive records of premiums paid by those covered

in the scheme. The committee felt that these difficulties "must be weighed against the psychological values of such a scheme."

"The universal pay-as-you-go (italics ours) system of old age security is designed to avoid the chief weaknesses of the insurance approach by assuring benefits to the entire population in the eligible age group. It does not attempt to relate the benefit which an individual receives or the amount of that benefit to the individual record of contributions," the report said. However, under this system, it is necessary to recognize both the total costs involved, and the necessity of collecting from those who will benefit ultimately to meet the cost of those persons now eligible. Under this system, it is not necessary to maintain a reserve fund or a record of individual contributions.

The Committee recognized that under a universal pay-as-you-go system some of the psychological values of an insurance scheme are lost. In particular, the report noted that there would be no direct relationship between the individual's prior contributions and right to benefits. Therefore the scheme must be solidly based on a revenue system receiving direct contributions from the largest possible number of citizens.

The report said that the pay-as-you-go system is costly by nature because benefits are not limited by any test of need. It is therefore necessary that benefit rates must not be so high as to make the over-all cost too burdensome. The Committee considered "that the rate of benefit paid should be set at such a level as to avoid so far as possible the social inequities of a situation in which the retired beneficiary group might find themselves in more favourable economic circumstances than those not yet retired who are still actually engaged in productive employment." The adoption of a plan should do nothing to diminish private incentive toward provisions for old age security, the committee urged.

Committee's Opinion

In rendering its opinion, the Committee said:—

The Committee found some advantages in each of the three systems which it studied. On balance, however, the opinion of the Committee with respect to the population presently of pensionable age (70 and over) is that the universal pay-as-you-go system is most suitable to Canadian circumstances. It can be assumed that the great proportion of the individuals in this age group have retired from active employment, and it is a fact that nearly one-half are now in receipt of old age assistance.

The Committee further believes that such a program can be financed and administered satisfactorily only by the federal government. Only the federal authority can establish a sufficiently broad base of contributions to make such a program possible, and only the federal authority can ensure that an individual will receive the benefit to which he has contributed, regardless of whether he moves from one province to another.

The Committee has not felt, however, that it would be discharging properly its duties if it were to deal solely with the group presently of pensionable age and overlook the needs of a significant section of the population in the younger age group 65 to 69, many of whom, while younger in years, are no longer able to carry on without assistance.

Application of the universal pay-as-you-go system to this younger age group would increase substantially the over-all cost. The difference between the cost of a universal pay-as-you-go pension of \$40 a month at age 70 (\$324 million) and a universal pay-as-you-go pension of \$40 a month at age 65 (\$528 million) amounts to \$204 million.

It may be doubted whether, in terms of priorities, the diversion of such a large extra amount of the national income to this particular group can be justified, particularly when such a large proportion of the people in this age group are still actively engaged in productive employment and self-supporting. There is an advantage in universality when the large majority of the age group concerned is retired. That advantage does not obtain to the same extent when the majority of the age group concerned is still active and self-supporting.

These considerations have led the Committee to the view that any program of old age security to be applied to persons in the age group 65 to 69 should involve some principle of selectivity, and this, in the Committee's judgment, involves the application of a suitable test of eligibility, designed to ensure assistance to persons in this age group most in need of it.

As already pointed out in Chapter II of this report it may be argued that such a test serves the double purpose of keeping costs within reasonable limits, and of encouraging the largest possible number of individuals 65 to 69 to continue in gainful employment. This latter consideration is of particular importance when it is realized that, with increasing longevity, the numbers of persons reaching 65 may be expected to increase substantially in future years. As already indicated, the population 65 and over will be 1,101,400 in 1951, and this number will rise, at a greater rate than the increase in our total population, to 1,372,500 in 1961 and to 1,630,000 in 1971. If universal benefits of \$40 per month were to be provided to all persons in this age group, the cost would rise from \$528,672,000 in 1951 to \$658,800,000 in 1961, to \$782,400,000 in 1971.

The Committee is not persuaded that the people of Canada would, at this juncture, be prepared to divert such a substantial proportion of the total national income to old age security purposes, particularly when, as the evidence demonstrates, there

are other priorities of unmet need, and other responsibilities, the magnitude of which is as yet unknown, which may fall upon the shoulders of the Canadian people in the field of national security.

All things considered, therefore, the Committee is of the opinion that the most suitable old age security plan for Canada under present circumstances consists of a two-fold program, as follows:—

- (a) A universal pay-as-you-go program applicable to all persons 70 years of age and over, based on the contributory principle and administered by the federal government. The benefit should be a flat, uniform amount of \$40 a month for all eligible persons, and eligibility should be based solely on age and a suitable residence qualification.
- (b) For the age group 65 and over not eligible for the universal benefit, old age assistance at the rate of \$40 a month should be available, subject to an eligibility test in some respects similar to that which exists under the present old age assistance program, but modified to take account of the different characteristics of the age group to which this test is to apply, and adjusted in such a way as to recognize to a greater extent than at present the desirability of encouraging recipients to earn supplemental income.

One important result of lowering the age of eligibility on a selective basis to 65 would be to make provision for a substantial number of persons presently in need because of premature ageing or invalidity. To the extent that the age of eligibility under old age assistance is lowered to 65 it can be considered as making a significant contribution to the security needs of the disabled members of the population in the upper age groups.

Because a program of the assistance type requires individualized treatment, it is important that it should continue to be administered by the provinces. In order, however, to limit the financial burden on the provinces, the Committee believes that the provincial share of such a program should be somewhat less than the cost to which they are committed under present legislation. This objective, according to the Committee's estimates, would be achieved if the federal government were prepared to share the cost of the assistance program on a fifty-fifty basis.

The two-fold program here set forth would accomplish the two main objectives of abolition of the means test from the present federal-provincial old age assistance program and of lowering the age of eligibility for old age assistance to 65 years. The main body of evidence placed before the Committee gave the highest priority, in that order, to the attainment of these ends.

Cost.—The Committee recognizes that this is an expensive program—a program which overnight would increase three-fold the combined expenditure of federal and provincial governments under the present old age assistance scheme.

An expenditure amounting to \$388 million (estimated) in the year 1951 for

the program outlined above is not one which any group of responsible legislators would favour if they had any fears that the cost would be more than the people of Canada were able or willing to pay, or if they were not deeply convinced that the Canadian people are firm in their desire to achieve for our aged people the ends of social justice. Such a program would indeed place Canada without question in the forefront of the nations of the world in respect to old age security.

A \$40 universal benefit at age 70 is equivalent to an estate, valued on an annuity basis, of \$4,690 for males aged 70, \$5,500 for females aged 70, and \$10,190 for a married couple of eligible age. This takes no account of the value of old age assistance, payments to persons in the age group 65 to 69.

Looking at such benefits from an economic point of view, it may be assumed that most of them will be spent on the basic necessities of life—food, clothing, shelter and medical attention. Like family allowances, the program here contemplated would tend to stabilize consumer purchasing power and employment, particularly in less favourable economic periods.

The Committee has carefully considered the argument that such a universal system for persons 70 and over is economically wasteful in that it provides the same benefit to rich and poor alike regardless of their need. It is true, of course, that, under any system which abolishes the means test for the group presently of pensionable age, benefits will be paid to some persons who do not "need" them on any test of personal need. But it must be remembered that to the extent that the universal pay-as-you-go system is based on individual contributions, individuals in the upper income groups would, through their personal contributions, have bought and paid for their own retirement security, as well as making a substantial contribution towards the cost of retirement security for others. In view of these facts, the Committee does not consider that it would be equitable to impose a "means test in reverse" and wholly deny retirement benefits to those individuals who have actually made the largest direct contributions to the revenues from which the universal benefits will be paid.

A certain amount of the benefits paid to persons in the upper income levels will be recovered through the normal operation of the income tax, if benefits are considered as taxable income. Furthermore, if the special income tax exemption of \$500 presently applicable to persons 65 and over were to be withdrawn from persons receiving the universal benefit, an additional amount of the order of \$6 million would be recovered. The Committee has not considered it necessary to deal with this problem beyond pointing out that any adjustments which may be considered necessary or desirable can be made, as in the case of family allowances, through alteration of prevailing income tax exemptions.

Distribution of Cost.—The introduction of a universal pension of \$40 a month at age 70 would relieve the provinces of the cost which they are now bearing under the federal-provincial program of old age assistance. This would enable the prov-

inces to share in the cost of old age assistance to those over age 65 who will not be eligible for the universal pension.

The information placed before the Committee indicates that the total cost of old age assistance to those found eligible over age 65 would not exceed \$64 million at the present time under an eligibility test similar to that which now exists under the old age assistance program. If, therefore, one-half of the cost of the assistance program were to be paid by the federal government, the provinces would be left to pay about \$32 million, or slightly less than the cost that they now bear under the joint program of assistance at age 70. It should also be kept in mind that the provinces would, in addition, be relieved of certain expenditures which they are presently making, together with the municipalities, in respect to public assistance and institutional care for groups 65 years of age and over.

On the basis of these estimates, the total cost of the federal share of the combined program of universal pensions and old age assistance would be as follows:—

(a) Universal pensions at age 70	\$324,000,000
(b) Federal share of old age assistance at age 65...	32,000,000
	\$356,000,000

At the present time the federal share of the old age assistance program for those 70 and over is about \$100 million. In addition, certain other costs, such as war veterans allowances for those 70 and over and assistance to aged Indians, amounting to about \$6 million, would be absorbed into the total program as envisaged. The net additional funds required to finance the federal share of the program would therefore be of the order of \$250 million.

Methods of Financing.—The Committee is in favour of the contributory principle, not only because of the importance of this in raising total moneys required, but also because of the importance of establishing a close association in the mind of the individual between his contribution to the cost and the ultimate benefit he is to receive.

In considering how the cost could best be distributed fairly over the whole population, the Committee paid particular attention to the estimates given in Chapter VI of the theoretical yields of various tax and contribution rates. In reviewing the methods of raising the necessary revenues, the Committee sought to find some system of contributions which was at once practical and which achieved the objective of requiring a direct and conscious payment by the largest possible number of those who will benefit from the program.

A three-way basis of sharing the cost, involving contributions from individuals, from employers and from the general revenues of the country, was considered as a possible method of raising the revenue necessary to meet the federal share of the program. This is, of course, only one possibility among many; it is put forward as an idea worthy of consideration rather than as the final view of the Committee.

(1) Under such a tripartite arrangement, each individual would be required

so far as possible to make a direct contribution out of his individual income or earnings. If the ideal of universal contributions is to be approached, if not fully attained, it would be necessary to require contributions from individuals who are now exempt from the payment of income tax. There would, of course, inevitably be some individuals with incomes so low in relation to their personal and family responsibilities that they could not be expected to bear their share. Such individuals would clearly have to be excluded from the requirement to make contributions.

(2) A tripartite arrangement such as the Committee considered would also provide for the direct participation of employers in sharing the cost of pensions for their own employees. No new principle would be involved here, since a precedent has already been set for employer participation in existing unemployment insurance legislation.

(3) Finally, since expenditures which are now being made out of the Consolidated Revenue Fund would be absorbed into the program here set forth, the federal government would be expected to become a partner in such a tripartite scheme to the extent of contributing to the total cost of the program an amount not less than that which is now being paid out of general revenues under the various assistance programs. If an allocation of the cost along these lines were to be considered, the federal contribution might be regarded as being roughly equivalent to the cost of providing benefits to those individuals and families in the lowest income groups from whom no direct individual contribution could reasonably be expected.

(4) On the assumption set forth in (3) above, that the contribution from general revenues should approximate present costs, it would follow that the additional amount of \$250 million required to implement the over-all program would have to be obtained from employer and individual contributions. The various rates of contribution that might be required to raise such a sum can be found in Chapter VI.

The Committee, however, did not consider that it was part of its responsibility to do more than indicate possible forms of contribution. The raising of revenues is a technical problem which bears a close relation to fiscal policy in general, and the Committee did not feel

that it should suggest more than the main outlines and principles to be followed.

Residence Requirement.—The establishment of an old age security system such as that which is here set forth would, as already stated, place residents of Canada in a favoured position compared to the residents of other countries. Such a system, moreover, does not contemplate the limitation of eligibility for benefit to those who are citizens of Canada nor to those who can demonstrate that they have established an individual record of contributions during their working years.

In order to qualify for the universal pension at 70 years of age, an individual should have to reside for a reasonable period of time in Canada during his earning years and be liable during these years to make his required contribution to the old age security program. In the Committee's view, it is not unreasonable to suggest that for the universal pension program a residence requirement of twenty years should be established similar to that which exists now under the present federal-provincial old age assistance program.

With respect to an old age assistance program for persons 65 years of age and over on the basis of an eligibility test, it is the Committee's view that a requirement of fifteen years' residence should be considered.

Constitutional Aspects

In its concluding paragraphs, the report dealt with certain constitutional aspects which would have to be considered before a contributory old age security scheme could be instituted. Such a scheme would require an amendment to the constitution, "and an amendment might be necessary to give Parliament authority to impose a social security tax 'earmarked' for the payment of old age pensions," the Committee said.

The report recommended that if constitutional changes were necessary an amendment giving "concurrent jurisdiction to Parliament and the Provincial Legislatures" should be considered. The consent of the Provinces to the termination of the present Old Age Pensions Act would also be necessary.

ACTION AGAINST UNEMPLOYMENT

*The International Labour Office recently released its survey of world unemployment conditions, and a proposed program to avoid another depression. The study was prepared for debate by delegates at the ILO general conference, held in Geneva, from June 7 to July 1.**

The International Labour Office recognizing that "full employment is now universally accepted as one of the most important of economic objectives . . .", has issued its report *Action Against Unemployment*, an analysis of the extent and nature of unemployment, and recommendations designed to combat this world problem. The survey, issued at the request of the ILO Conference held in 1949, was considered by the Conference at its meetings held in Geneva from June 7 to July 1, 1950. (See p. 1157.)

The report is in two main sections. The first is concerned with a discussion of the main causes and types of unemployment in the post-war period, together with an analysis of the underlying economic causes in certain countries, designed to clarify the significance of recent trends. The second section includes recommendations which might be implemented to relieve unemployment and deals with such matters as unemployment insurance; deficiencies in aggregate demand; unemployment localized in particular industries, occupations, or places; and measures that are being, or might be taken in the field of international trade and finance.

Extent and Character of Present Unemployment

The document said that in most of the industrialized countries, unemployment has remained at low levels since the end of the war. In these countries the main causes of unemployment have been *frictional* and *seasonal* in nature. Frictional unemployment has probably been higher than usual because of delays in reconversion, and also because of marked time sequences in the shift of consumer demand as the more pressing war-time shortages have been eased. Seasonal unemployment has been alleviated in part by the presence in these advanced industrial countries of industries with complementary seasonal fluctuations.

The report noted that in several European countries, and in the United States, unemployment in the winter of 1948-49 rose to over 4 per cent of the wage and salary earners. This rise was attributed to four

main causes, and four countries were selected as principal examples of each. *Inventory liquidation* primarily affected the United States although it caused some unemployment in Germany and Italy as well. Unemployment in Belgium was due to declining exports and was aggravated by the introduction of labour-saving devices needed to meet international competition. The influx of refugees and repatriates was a problem in Bizone-Germany. The influx of these people comprising 20 per cent of the population, resulted in both the misallocation of employment, and in a high level of unemployment. Chronic overproduction was noted as being the main problem in Italy, where it is pressing against a limited supply of capital.

The report noted that economic prosperity in Latin America depends heavily upon the demand situation in foreign markets, since there are few alternatives to the export industries. However, these countries have been quite prosperous since the end of the war, and have taken advantage of this situation to undertake extensive developmental and industrialization programs.

The centrally controlled economies of eastern Europe and the USSR have coordinated comprehensive plans of investment with manpower plans, so that unemployment has been kept at a low level.

The employment situation in Asia and the Far East has deteriorated since the end of the war the report said, despite ambitious schemes of economic development in Ceylon, India, Pakistan and the Philippines. In India and Japan the present situation has partly resulted from the introduction of labour-saving devices, and has been aggravated in both these countries and Pakistan by a large influx of refugees and repatriates. In Burma, China, and other countries in the Far East the report considered that political instability and civil strife have been important causes of unemployment.

* For summary of report of leading world economists to UNESCO, "National and International Measures for Full Employment", see *LABOUR GAZETTE*, July, 1950, pp. 994 to 999.

In the Middle East the serious refugee problem, coupled with a high birth rate, aggravated the chronic problem of the region—under-employment in the rural areas, and a lack of employment opportunities in the towns.

The underlying factors which have helped to sustain a high level of employment in the industrial countries have been a high level of replacement capital expenditures, and periodical foreign aid for some countries which depend heavily upon imports according to the report. With the increasing competition in world trade, the experts felt that high employment may be more difficult to achieve in the future than in the past few years, for both the underdeveloped and the industrial countries.

Action Against Unemployment

Unemployment Benefits and Allowances.

—A majority of the industrialized countries of the world have statutory provisions providing for the payment of unemployment benefits or allowances. However, existing legislation leaves much to be desired. In the first place coverage is too limited; in some countries no legislation exists, while in others it covers too few workers. Secondly, the period of eligibility required to qualify appears to be too long, and the waiting period requirements too restrictive. The most serious defect the report noted was that the level of benefits in many cases is not geared realistically to present-day levels of wages and prices, while the duration of benefits is often inadequate. Hence the desirability of strengthening legislation before unemployment becomes acute is emphasized. In addition, it is felt that there is a need for an unemployment assistance scheme to provide for workers who do not qualify for an insurance benefit, or who have exhausted their benefit rights.

General Unemployment Arising from a Deficiency of Aggregate Demand.

—The problem, of aggregate demand, is one of maintaining total investment expenditures, and presents its greatest challenge to the industrially advanced private economies. In these countries, non-consumption expenditures form a substantial part of total expenditures, and are dependent upon a large number of undirected individual decisions. Instability of these expenditures in the past has resulted in wide fluctuations in production, employment, and income that tend to become cumulative. The problem is not as acute in the centrally controlled economies or the underdeveloped economies. The former are in

a position to control investment and consumption expenditures, while the latter spend so small a proportion of national income upon investment that the effect of fluctuations in investment expenditures on total employment is likely to be small.

Government action is called for in stabilizing both investment and consumption expenditures at a high level. The report sets forth three possibilities to stabilize investment. First, tax incentives, favourable interest policies, and subsidies are suggested as means of encouraging private investment. A number of novel plans already in operation in different countries are noted. Second, it is urged that efforts be made to increase exports through co-operative international action. Third, to compensate for lapses in the private sector, a compensatory public-works policy is suggested. Here again it is noted that a number of countries have made preparations to make use of this principle. In addition some Governments contemplate flexible operation of long-term development programs. Regarding consumption, it is pointed out that consumption may be increased by lowering prices and/or increasing the income of consumers.

Several methods of maintaining purchasing power were noted including the reduction, remission, or rebate of taxes; income transfer payments; income supplements; price supports; social security payments; minimum wage payments, while respecting the need for maintaining sufficient funds for investment expenditures; and a flexible price policy. It is pointed out in the document that full employment in a free market economy today, calls for a compensatory fiscal policy by Government, and that increased expenditures in recession periods should not be met by increased tax rates, but rather through loans or other methods of deficit financing.

Improving the Organization of the Employment Market.

—Organization of the employment market is designed to reduce that employment which is frictional in character, since both training and placement services base their activity on subsequent placement.

The report urged that the employment services in most countries should improve upon present statistics of trends in employment, and suggested various means to do this. With regard to recruitment, joint management-union machinery is pointed to as one way to achieve greater efficiency, with the United Kingdom given as an example of this approach. Second, the need for vocational guidance, and also

facilities for the training and retraining of labour is emphasized. In this connection the experts noted that it should be based on a thorough analysis of present and probable manpower needs, and carried out with employer-worker committees as consultants. Third, the problem of increasing the mobility of labour is brought out. The personal and psychological difficulties underlying immobility are stressed, as well as the general feeling of insecurity involved. Attention is called to the possibility of pressure for mobility through the possible withdrawing of unemployment benefits, but the report noted that this calls for an adequate definition of "suitable employment." This points up the need for a complete and accurate information service, as well as for some economic safeguards. Regarding transfers to other areas, the necessity of considering all possible factors is indicated, such as the duration of unemployment, age and family responsibilities, jobs available, and housing facilities.

Depressed Areas.—The two main causes of depressed areas are stated to be: First, the depletion of natural resources; and second, the loss of sales to a market on which the area is particularly dependent. The latter could result from a permanent change in the demand for a particular commodity, over expansion, or from fluctuations in the use of capital goods. Some areas, too, are heavily dependent upon export markets, and suffer if world prices drop.

Two main types of measures have already been taken or are being contemplated the report said. First, fiscal policy has been directed towards aiding areas affected by a deflationary trend. This has been carried out recently by the United States. Second, programs have been taken to promote industrial diversification within the depressed area. This policy has been developed mainly in the United Kingdom, which has developed a scheme to assist firms that fall in with its program of development, going so far as to build houses, and in some cases even factories. Belgium, Canada, and Sweden have undertaken industrial research projects, and Canada has extended financial assistance in the case of one industry. Consideration in both cases should be given to the social costs as well as to the actual costs of private investment.

In some cases of outright depletion, it might be necessary to write off investment in the area and transfer the population to more prosperous localities.

Special Problems of the Less Developed Areas.—In the less developed economies

it appears that the problem is not so much unemployment, as *under-employment*, both chronic and agricultural. It is felt that the cure lies in an alteration of their economic structures, revision of productive techniques, and a rapid increase in capital accumulation, especially in the face of increasing population.

As regards action against the long period of seasonal unemployment, four approaches are suggested: First, modernizing of declining rural industries; Second, public works, to be dovetailed in with seasonal variations in order to make efficient use of farm labour; third, encouragement of mixed farming; and fourth, improved facilities for seasonal migration.

As for chronic under-employment, a strong case is put forward for rapid industrialization, since only in Latin America could land reclamation be profitably carried out. In this connection it is noted that each country must decide for itself which combination of private and public entrepreneurship will be most effective, but that government policy with regard to respective spheres of private and public enterprise should be clearly set forth.

In such a program it would be necessary to keep a delicate balance between a full capital building program and inflation, since the low level of saving in these countries makes it difficult to finance large-scale programs from domestic national income. It is in this area that international lending institutions such as the World Bank could play a most useful role.

The report said that priority should be given to *less capital intensive projects*, since they will tend to have a greater employment-creating effect than other investment activities. This is important in view of the possible impact of industrialization upon the handicraft industries, especially in the Middle and Far East. Another factor to be considered is whether proposed industries are suitable for decentralization within regions of surplus agricultural labour, or whether the labour must be moved to the industries. The task, apparently, is to move as much industry as possible to the surplus labour area, and to move the surplus labour if the area does not permit industrial development.

It is recognized that there will probably be an increase in the population growth of under-developed countries as industrialization progresses, even where they are presently over-populated due to social and cultural factors. However, it is felt that a large increase in population in the near future is inevitable in any case, and that industrialization should be speeded up to

provide employment opportunities for these people. Some consideration, however, should be given to the desirability and feasibility of a population policy designed to help reduce the time-lag between the fall in death rates and the fall in birth-rates.

With regard to stability of employment in the primary industries of the less developed countries, it was noted that this depends chiefly upon the internal economic stability of advanced industrial economies. Hence the need for international pressure for full employment is readily apparent.

International Action Against Unemployment.—It is significant that the report pointed out that nearly all countries replying to the United Nations questionnaire stated that they would be obliged to invoke import restrictions to protect their foreign exchange position. It is conceded that, in the absence of retaliatory action, import controls can conceivably direct a country along the right path, by increasing domestic production of goods which are in competition with imported goods. But the danger of a continuing shrinkage in world trade and parallel fall in standards of living is quite evident. Rather, it is asserted, the solution lies in expanding exports to the dollar area, by limiting home demand and lowering costs, and by further increasing the volume of world trade.

Actual and possible measures for international action against unemployment are classified under five headings: First, *technical assistance*. In this area the ILO has assembled groups of experts on a regional basis, and has also set up advisory missions to assist various countries. Other agencies include the International Monetary Fund, which is continuously aiding its members with financial problems; the World Bank, which has organized groups of experts to help frame economic development programs, and to analyse specific projects; and the Food and Agricultural Organization, which is doing valuable work in the way of increasing agricultural production. Second, *migration*. One answer,

it is felt, to over-population, is international migration, and the ILO has taken the initiative in promoting international migration agreements, and in collecting pertinent information. Third, *commodity agreements*. The need for international commodity agreements to stabilize world production and consumption at fair prices is met by the International Trade Organization Charter, which lays down specific procedures for the development of inter-governmental commodity agreements. This has not yet been ratified by enough countries to set up the Organization. But the need of it is recognized. Fourth, *loans and grants*. The stabilization of the flow of international capital would help to maintain economic stability everywhere. The three primary needs set forth in this area are to stabilize the flow of international capital; to assist Governments in easing balance of payment difficulties; and to counteract deflationary tendencies in capital exporting countries. It is felt that the International Monetary Fund and the World Bank can do much to meet the first two needs, but that the resources of the World Bank are "plainly too limited for it to be considered a leading influence quantitatively in the anticyclical timing of international and domestic investment." Fifth, *promotion of trade*. The actual instrument for promoting multilateral trade in the last two years has been the General Agreement on Tariffs and Trade, negotiated at Geneva in 1947, since the International Trade Organization has not yet been ratified.

The report concludes with a recapitulation of its conclusions and recommendations, with the warning that "poverty anywhere constitutes a danger to prosperity everywhere," and a reminder that an international effort will "enable Governments to fulfil the promise of the United Nations Charter to bring higher standards of living, full employment and conditions of economic and social progress and development to all peoples of the world within our own generation."

INTERNATIONAL LABOUR CONFERENCE STUDIES INDUSTRIAL RELATIONS AND EQUAL PAY FOR WORK OF EQUAL VALUE

Meeting at Geneva, the 33rd Session of the International Labour Conference made plans for international regulations on Collective Agreements, Conciliation and Arbitration, Equal Remuneration for Men and Women Workers for Work of Equal Value, and Minimum Wages in Agriculture. It adopted a Recommendation on Vocational Training of Adults including Disabled Persons.

The Thirty-third Session of the International Labour Conference, held in Geneva, Switzerland, between June 7 and July 1, 1950, brought together over 500 delegates and advisers from 52 of the member countries of the International Labour Organization. Most of the countries sent tripartite delegations, consisting of representatives of workers' and employers' organizations as well as government members.

The principal items on the agenda of the Conference included: Industrial Relations; Equal Remuneration for Men and Women Workers for Work of Equal Value; Vocational Training of Adults; and Minimum Wage-fixing in Agriculture.

The usual practice of the ILO, in formulating international regulations on labour questions, is to consider a subject at two successive Conferences before adopting a text in final form. In accordance with this "double discussion" procedure, most of the items on the agenda of the 1950 Conference were given preliminary consideration only, with final action being deferred until next year's session.

The subjects of Industrial Relations, Equal Remuneration, and Minimum Wage-fixing in Agriculture, were treated in this way. The Conference set up committees which gave detailed consideration to proposals for international Conventions or Recommendations on these items. During the debates, the representatives of the various governments and employers' and workers' organizations were able to put forward their views, and to reach a considerable measure of agreement as to the aspects of these subjects which might be considered suitable for international regulation. The task of framing the actual texts of the international instruments to be adopted, however, is left to next year's Conference.

On the other hand the Conference took final action this year on one of the items

on its agenda, namely Vocational Training. By unanimous vote, it adopted a Recommendation on the Vocational Training of Adults including Disabled Persons.

The Conference also carried out its usual task of scrutinizing the way in which member countries are applying the Conventions and Recommendations adopted at earlier sessions. It also conducted a debate on the Annual Report of the Director-General of the ILO, which this year dealt extensively with the subject of labour productivity.

The subject of Unemployment came before the Conference, not as a formal item on the agenda, but as a result of a special report prepared by the ILO. Following debate on this question, the Conference adopted a resolution on International Action against Unemployment.

Canadian Delegation

The Canadian Delegation to the Conference was as follows: —

Government Delegation

Delegates: Mr. Paul Goulet, O.B.E., Assistant to the Deputy Minister of Labour and Director of the ILO Branch, Department of Labour; Mr. N. F. H. Berlis, Secretary, Permanent Delegation of Canada to the European Office of the United Nations, Geneva.

Technical Advisers: Miss Edith Hardy, former Executive Assistant in the ILO Branch, Department of Labour; Mr. J. E. Lyon, Assistant Director, Vocational Training Branch, Department of Labour; Mr. Angus MacInnis, M.P.; Mr. H. R. Rutherford, Executive Assistant, Labour-Management Co-operation Service, Department of Labour; Mr. R. H. Taber, Industrial Relations Officer, Department of Labour; Mr. John Mainwaring, Assistant Editor, LABOUR GAZETTE, Department of Labour.

Provincial Government Representative Accompanying Government Delegates: Hon. Charles C. Williams, Minister of Labour, Saskatchewan.

Employers' Delegation

Delegate: Mr. Harry Taylor, O.B.E., Deputy Member of the Governing Body of the International Labour Office (nominated by the Canadian Manufacturers' Association).

Technical Advisers: Mr. J. C. Whitelaw, Manager, Quebec Division, Canadian Manufacturers' Association; Mr. T. Woodford Smith (nominated by the Canadian Chamber of Commerce); Mr. A. C. Ross, Canadian Construction Association; Mr. J. A. Brass, General Secretary, Railway Association of Canada.

Workers' Delegation

Delegate: Mr. Claude Jodoin, Vice-President, Trades and Labour Congress of Canada.

Technical Advisers: Mr. Arthur J. Kelly, O.B.E., Chairman, Dominion Joint Legislative Committee, Railway Transportation Brotherhoods; Mr. A. F. MacArthur, President, Ontario Provincial Federation of the Trades and Labour Congress of Canada; Mr. Gerard Picard, O.B.E., President, Canadian and Catholic Confederation of Labour.

Officers of Conference

The Conference elected as its President Mr. Jagjivan Ram, Minister of Labour, India. The Vice-Presidents were: Mr. Mohammad Nakhai, Government Delegate, Iran; Mr. Charles P. McCormick, Employers' Delegate, United States; and Mr. Paul C. Finet, Workers' Delegate, Belgium.

In the absence through illness of Mr. David Morse, Director-General of the ILO, Mr. Jef Rens, Assistant Director-General, acted as his substitute as Secretary-General of the Conference.

Walk-out of Satellite Countries

At the opening sitting of the Conference, the Government Delegates of Poland, Czechoslovakia and Hungary rose to object to the seating of the Chinese Delegation. They demanded that a decision be taken immediately on the issue.

The Chairman of the Governing Body, Mr. Leon-Eli Troclet, Belgium, who was presiding over the Conference until the election of its President, ruled that in accordance with the Standing Orders of the Conference the observations of the three speakers would be presented in the first instance to the Credentials Committee of

the Conference, and would be considered in plenary session only after the Credentials Committee had reported.

After this ruling the Czechoslovak, Hungarian and Polish Delegations withdrew from the Conference Hall.

Mr. Philip Kaiser, United States Government Delegate, took the rostrum at the conclusion of this incident to state that the walk-out of the three delegations, following their refusal to abide by the long-established rules of procedure of the ILO, was "evidence of the fact that they are more interested in propaganda tactics than in solving the human problem with which the ILO is concerned."

The walk-out applied only to the 1950 Session of the Conference, and did not affect the membership of the countries concerned in the ILO.

Subsequently the Conference approved the Credentials Committee's unanimous report, which recognized the credentials of the Chinese delegates.

Admission of New Member States

During the course of the Conference the membership of the ILO was increased to 62 nations with the admission of Viet Nam and the United States of Indonesia. Both countries were represented at the Conference by tripartite delegations.

Report of Director-General: Labour Productivity

The Director-General of the ILO, Mr. David Morse, had this year devoted a major section of his Annual Report to the subject of labour productivity; and a considerable number of speakers commented on this subject during the debate on the Report.

Mr. Morse had urged the need of increased production particularly in the case of "the teeming, half-starved millions of people who constitute the vast majority of the people of the world." He stressed that a rapid improvement in the conditions of such persons was essential to the promotion of world peace.

As regards more highly industrialized countries, he stated that higher production was needed to bring about higher living standards; but he emphasized the importance of linking the drive to increase productivity with a full employment policy.

Eighty-six worker, employer and government representatives took part in the debate on Mr. Morse's report. A majority, including trade union spokesmen of the United States and the United Kingdom,

backed the principle of increased productivity as a means of raising living standards.

Participating in the debate on behalf of the Canadian Government, Mr. Paul Goulet expressed approval of the ILO's response to the needs of the underdeveloped areas of the world:

Citing Canada's "comparatively high rate of productivity," he pointed to the rapid growth of industrialization and the development of mass production techniques, which had made it possible for the Canadian labour force to increase its rate of output.

"In a private enterprise economy," he continued, "productivity is primarily the problem of employers and of workers. The function of Government is to help to produce a climate favourable to the efforts of the two parties in industry."

Mr. Goulet then reviewed some of the Canadian Government activities related to this objective. These included measures and policies designed to encourage business investment, maintain consumer purchasing power, expand foreign trade, encourage and aid industrial research, and provide services designed to "improve productivity in mines, forestry, agriculture, fisheries, and indeed in almost every branch of commerce and industry."

Dealing with the problem of labour productivity as it affects employers and workers, he said:

"To the employer the advantages of improvements in productivity are obvious and unquestioned. To the worker these advantages are not always so immediately apparent. Introduction of new machinery, however, beneficial to industry, may have disruptive consequences to a certain section of the labour force. It is also true that other kinds of gains in productivity, occasioned by more efficient job methods or by harder effort, may throw individual workers out of employment. Even though this unemployment may be temporary, it nevertheless influences the way the individual worker and, in fact, labour generally, looks at the problem of productivity.

"Yet the gains to the working population generally through increased productivity cannot be denied. To the extent that its benefits are distributed throughout the population, in the form of higher income, shorter working hours, or lower prices, it leads to a higher standard of living. During the past two decades in Canada real wage rates in non-agricultural industry have increased by no less than 53 per cent. That is, the wage-rate index has risen 53 per cent over the cost-of-living index. This reflects a real gain in the standard of living of the average Canadian workman, that

could not possibly have been achieved without a rise in productivity. And total industrial employment in Canada is approximately twice what it was two decades ago, which indicates that business has not failed to provide new employment opportunities to offset temporary dislocations."

Continuing, Mr. Goulet noted that the Director-General in his Report had suggested the main lines of a policy to remove the fears of labour attendant on technological progress. "He urges three conditions," Mr. Goulet noted, "namely the maintenance of a high level of employment, the provision of unemployment insurance, and the provision of training, where necessary, to fit laid-off workers to new jobs.

"Mr. Morse has done well to emphasize these three conditions," Mr. Goulet said. "That they have been increasingly accepted as public policy by the nations of the world represents one of the most significant social advances of our time. Their successful application will undoubtedly provide the kind of security which contributes to higher productivity and resultant higher standards of living.

"The two-fold role of Government, then, in relation to the problem of productivity is on the one hand to give free rein to the creative aspect of business enterprise, and on the other hand to ensure essential security for individuals in a dynamic economy."

Industrial Relations

At its sessions of 1948 and 1949 the Conference had adopted Conventions dealing with two aspects of Industrial Relations, namely, Freedom of Association, and the Right to Organize and Bargain Collectively.

In continuing its work in this field at the 1950 session, the Conference gave "first discussion" to proposals for Recommendations dealing with Collective Agreements and Voluntary Conciliation and Arbitration.

The debate in Committee on the first of these items revealed considerable differences of opinion, reflecting the differing concepts of collective bargaining existing in various member countries, and also the varying degrees of trade union organization.

The text which was finally adopted by the Committee, and approved by the Conference as a basis for next year's discussion, begins by setting forth the obligation of member countries to establish machinery to aid the parties in the "negotiation, conclusion, revision and renewal" of collective agreements.

Following a definition of "collective agreements," and a statement of their binding force, the text makes provision for the judicial extension of agreements to apply

to all employers and workers within the industrial and territorial scope of the agreement. (This clause, being contrary to general Canadian practice, was not supported by the Canadian Government Delegation, and was opposed by the Canadian Employers' Delegate.)

The text then goes on to require the establishment of machinery for settling disputes arising out of the interpretation of an agreement, and concludes by providing for the supervision of the application of agreements.

When submitted to the Conference, the text was approved by 99 votes to 13, the Canadian Workers' Delegate voting for the text, the Employers' Delegate voting against, and the Government Delegates abstaining.

The second proposal before the Committee, which was for a Recommendation on Voluntary Conciliation and Voluntary Arbitration, caused less difficulty. It provided that voluntary conciliation machinery should be available to assist in the prevention and settlement of industrial disputes, that such machinery, where constituted on a joint basis, should include equal representation of employers and workers; that both parties should be represented at all stages of the procedure, which should be free of charge and expeditious, and which should be set in motion either by the conciliation authority or on the initiative of any of the parties to the dispute.

It was agreed that the parties should be "encouraged to abstain" from strikes and lockouts while conciliation is in progress. On the other hand if a dispute is submitted to arbitration for final settlement with the consent of all parties concerned, the latter should "abstain" from strikes and lockouts while the arbitration is in progress, and should accept the arbitration award.

In plenary session the text dealing with conciliation and arbitration was adopted by 112 votes to 0.

The proposal to place the two Industrial Relations items on the agenda of next year's Conference for "second discussion" was adopted without opposition.

The Industrial Relations Committee did not have time to consider three proposed texts dealing with labour-management co-operation at the level of the undertaking, the industry, and at the national level. These items were, however, placed on the agenda of next year's Conference, the vote in plenary session being 114 to 21 with 14 abstentions. The proposal was supported by the Canadian Government and Workers' Delegates, but opposed by the Employers' Delegate.

Two resolutions asking that the International Labour Office prepare comprehensive reports on the law and practice in various countries with regard to the protection of the property of employers' and workers' organization, and the termination of contracts of employment, were adopted without opposition.

Equal Remuneration for Men and Women Workers for Work of Equal Value

The principle that women workers should be paid as much as men where they perform work of equal value is embodied in the Constitution of the ILO, which was adopted in 1919. It is also incorporated in the preamble to the United Nations Charter and in the Universal Declaration of Human Rights, adopted by the UN in 1948.

In attempting to formulate an International Labour Convention or Recommendation on the subject, however, the ILO is seeking to evolve a text which will adequately define the principle, and set forth methods for its application.

The Conference Committee which dealt with the subject found that there were wide differences among its members as to how the question should be approached. These differences reflected variations in social custom, in the systems of wage payment, and in the degree of economic development among the ILO member countries. There was also a fundamental problem as to whether the equal pay principle should be implemented through legislation or collective bargaining.

The position of the Canadian Government Delegation had been arrived at after consultation with the provincial authorities. Briefly, it was to support the equal pay principle, and to accept the obligation to apply it to employees of the state, but to consider its application in industry generally as a matter for collective bargaining rather than for legislation.

Following a general debate on the question of equal pay, the committee proceeded to a detailed discussion of a draft text prepared by the International Labour Office.

As regards definition, the committee decided first that the term "remuneration" should include the basic wage or salary, together with any additional emoluments.

The expression "equal remuneration for men and women workers for work of equal value" was defined as meaning that rates of pay "be established without discrimination based on sex." In determining remuneration it was further decided that, where appropriate, measures should be taken to promote objective appraisal of jobs on the basis of job content.

It was agreed that application of the equal pay principle might be by law, collective agreements, or a combination of both.

The view was accepted that the international regulations should set forth the obligation of governments to apply the equal pay principle to employees of the state. As regards industry generally, government action to apply the principle was to be sought through minimum wage legislation and in regard to work executed under the terms of public contracts. Governments might also help in the general application of the principle through the establishment of methods for evaluating job content, the promoting of public understanding of the equity and usefulness of the principle, and the conducting of surveys. It was also agreed that, with a view to raising their productive efficiency, women should have equal access with men to facilities for vocational guidance, training and placement.

Turning to the question of whether the international regulations should take the form of a Convention or a Recommendation, the Committee decided not to take even a provisional decision on this point, but to defer action until next year's Conference.

The conclusions of the Committee, when presented to the plenary session of the Conference, were adopted by 95 votes to 15. The Canadian Government and Workers' Delegates supported the text, which was opposed by the Canadian Employers' Delegate. A resolution to place the item of Equal Remuneration on the agenda of next year's Conference for "second discussion" was adopted by 117 votes to 0, with 21 abstentions. The Canadian Employers' Delegate was among those abstaining.

Vocational Training

Following consideration of this item in committee, the Conference took final action to adopt unanimously and with the full support of all three groups a Recommendation which sets up international standards for the vocational training of adults, including disabled persons.

The Recommendation provides that such programs should be studied and worked out in co-operation with employers' and workers' organizations wherever they exist.

It covers the definition, principles, scope and methods of training, training of production workers, on-the-job training, training outside the undertaking, training of supervisors, recruitment and training of instructors, special provisions for training of the disabled, and organization and administration.

It calls on the member states to co-operate on an international basis, with the help of the ILO, by lending experienced personnel on the request of countries seeking such assistance, by providing training opportunities for workers of other countries, and by exchanging personnel and information.

Minimum Wages in Agriculture

As the first stage in a program of study of the problems of agricultural labour, the Conference had on its agenda the question of minimum wage-fixing machinery in agriculture.

Subject to final decision by the 1951 Conference it was agreed that this question should be dealt with by a Convention supplemented by a Recommendation; and preliminary work was done on the two proposed texts.

Following discussion of the matter by a committee, the Conference decided that the Convention should lay down general principles for the establishment of minimum wage-fixing machinery.

It would provide for consultation with employers and workers and would ban abatement of rates through individual contracts or agreements. Partial payment in kind would be allowed where this system is customary or usual but only if fair and reasonable and appropriate for the personal use and benefit of the worker and his family.

The Recommendation would provide that wages should enable the workers concerned to maintain a suitable standard of living and should be comparable with rates paid in sectors where there are collective bargaining contracts.

The Canadian Government position in regard to this text was affected by the fact that in Canada paid labour accounts for only a very small proportion of the total agricultural labour force, and further that paid agricultural workers in Canada frequently expect either to become farm proprietors themselves or to transfer to other industries. Thus, while sympathetic to the needs of countries where agricultural conditions are different, and where minimum wage-fixing machinery is desirable, the Canadian Government Delegates were unable to support the adoption of international regulations, and abstained in Committee in the voting thereon.

The Conference also adopted without opposition a resolution mapping out a future program of action for the ILO in regard to farm labour. The subjects to be studied further, as they apply to agriculture, include social insurance, vocational training, hours of work, manpower, and safety and hygiene.

Action Against Unemployment

Although the subject of unemployment was not formally on the agenda, the Conference had before it a report prepared by the International Labour Office entitled "Action against Unemployment." (See p. 1148.)

A resolution on the same subject was submitted to the Conference by Mr. Alfred Roberts, United Kingdom Workers' Delegate. This resolution was considered by the Resolutions Committee, which amended a number of its clauses before placing it before the plenary session of the Conference.

Noting that unemployment "still involves serious hardship to considerable numbers of workers," and that the fear of mass unemployment "still results in a feeling of insecurity for all workers," the resolution affirms the belief that:

"mass unemployment and underemployment are social evils which can be eradicated by appropriate policies."

It accordingly suggests various courses of action, to be followed by international agencies, governments, and employers' and workers' organizations.

Among these activities, the resolution calls first for the establishment of systems of unemployment allowances, economic information and administrative services, and statistics.

Among other matters, the resolution suggests also that Governments adapt their policies so as to contribute to the maintenance of adequate demand, and so as to be prepared in advance, in case significant declines in employment occur, to take prompt corrective action, whether by flexible tax systems, price or income supports, measures to stimulate activity in particular industries or districts, or by large public works programs.

Following a section on the special needs of under-developed countries, the resolution deals with the international responsibilities of nations in regard to maintaining employment levels.

"In any particular country," it is pointed out, "the maintenance of full employment and the raising of living standards depend not only on such action as can be taken by the country concerned, but also on the policies followed by other countries."

The resolution, therefore, urges Governments to consider taking action, both individually and through the appropriate international organizations, to "ensure that fluctuations in world trade are not such as to cause the spread of depressions from one country to another"; to avoid measures

which would have the effect of creating balance-of-trade difficulties for other countries; to prevent or moderate pronounced fluctuations in international commodity prices; to encourage the progressive reduction of trade barriers; and to expand the flow of capital and technical assistance into under-developed countries.

Finally the resolution pledges the ILO to give continuing study to those aspects of employment problems which fall within its special province, and to co-operate with the United Nations and other international agencies.

The resolution on Action against Unemployment was the subject of vigorous debate in plenary session. Although supported by the Workers' Group and by almost all governments, it met with opposition on the part of the Employers' Group. It was finally adopted by 96 votes to 30, with 13 abstentions, the Canadian Government and Workers' Delegates voting in its favour, and the Employer Delegate in opposition.

Application of Conventions and Recommendations

The Conference set up a Committee to consider the annual reports on ratified Conventions submitted by member countries, and the observations thereon made by the ILO Committee of Experts which had met earlier in the year.

The Conference Committee studied carefully the observations of the Committee of Experts, particularly as regards cases where differences appeared to exist between the national legislation and practice on the one hand and the provisions of the Conventions on the other. The Committee also had before it, for the first time, reports submitted by governments on a number of unratified Conventions, in accordance with the revised Constitution of the ILO.

Following study and discussion, the Committee submitted a detailed report to the Conference, containing general comments on the way in which member states were living up to their obligations under the ILO Constitution, and specific observations dealing with particular cases.

Finance

The Conference approved a budget for the ILO for the year 1951 of 6,219,506 U.S. dollars.

Next Conference

The next session of the Conference is to be held in June, 1951, also at Geneva.

Employment Service Convention Ratified by Canada

On July 19, 1950, Canada ratified Convention No. 88 concerning the Organization of the Employment Service, which had been adopted by the International Labour Conference at its 31st Session in 1948 (L.G., Sept., 1948, p. 972).

On motion of the Hon. Humphrey Mitchell, Minister of Labour, the House of Commons approved the Convention on May 29, and Senate approval was given on June 2. An Order in Council ratifying the Convention followed on July 19, 1950.

Explaining the terms of the Convention, Mr. Mitchell said:—

“Convention No. 88 provides that each member state ratifying the Convention shall maintain a free public employment service, consisting of a national system of employment offices under the jurisdiction of a national authority. The duty of the employment service shall be to ensure the best possible organization of the labour market, in co-operation with other public and private bodies concerned. Co-operation of employers and workers shall be secured through national, regional and local advisory committees.

“The organization of the employment service shall be so arranged as to assist workers to find suitable employment and to assist employers to find suitable workers on a voluntary basis. It shall also facilitate the movement of workers to areas with suitable employment opportunities, shall collect and make available information on the employment market, co-operate in the administration of unemployment insurance and other measures for the relief of the unemployed, assist in social and economic planning to ensure a favourable employment situation, and by vocational guidance endeavour to meet adequately the needs of particular categories of persons, such as disabled persons and young persons.

“The Canadian representatives at the San Francisco conference voted for the approval of this Convention.”

Continuing, Mr. Mitchell said:—

“It will be evident, I think, to all hon. members that Canada is already in full compliance with the provisions of the Convention. Under the provisions of the

Unemployment Insurance Act, we have established and are operating a national employment service in conjunction with the unemployment insurance provisions of the Act. The nature and standards of service provided by the National Employment Service under the Act are certainly at least as high and as complete as those laid down in the Convention.

“The opinion of the law officers of the Crown is that it is within the legislative competence of Parliament to give effect to this Convention, and no new legislation is required for this purpose.

“The Convention has already been ratified by the United Kingdom, Australia, New Zealand, Norway, Sweden and Bulgaria.

“In my opinion, Canada should proceed to the ratification of this Convention for the reason that in the provision and operation of our national employment service we have given effect to the Convention, and to indicate Canada's approval of its objectives and thus to give leadership and support to higher international labour standards, and for the establishment of similar services in other countries.

“Perhaps I should explain just what obligations follow upon the ratification of an international labour organization convention by a member state. When the formal ratification has been communicated to the Director-General of the International Labour Organization, the ratifying State is required to take such action as may still be necessary to give effect to the provisions of the Convention within the State by the enactment of legislation or otherwise, if this has not already been done.

“Each of the States ratifying the Convention agrees to make periodic reports to the International Labour Office on the measures which it has taken to give effect to the provisions of the Convention. In short, a member state ratifying a convention undertakes an obligation that the provisions of the Convention shall be given continuing effect in that its legislation and practice on the subject are on a level at least as high as the standards set by the provisions of the particular Convention.”

WORKERS' EFFICIENCY AND EFFECTS OF EMOTIONAL STRAIN

A recent article by Dr. H. Graham Ross in the Canadian Medical Journal discusses ill-health among workers, caused by emotional disturbances. The article classifies the characteristics of jobs likely to bring about excessive tension, and deals with the role of the industrial doctor in diagnosing and treating such conditions.

Writing in a recent issue of the *Canadian Medical Association Journal*, Dr. H. Graham Ross of Montreal said that "the physician in industry sees in his practice more cases of emotional disturbances with their attendant somatic symptoms, than does any other branch of the medical profession, even including the psychiatrist." These disturbances are estimated by Dr. Ross to account for over 50 per cent of industrial illnesses. His findings are based on studies organized by the Industrial Relations Centre of McGill University.

Dr. Ross said that the function of the industrial doctor "is to maintain those under his supervision in the highest possible state of health and physical efficiency." To effectively realize this objective it is necessary for the physician to accept the broad modern concept which "defines health as not merely the absence of organic disease, but a satisfactory physical, mental and emotional adjustment of the individual to his environment." This concept realizes that emotional disturbances can lead to emotional disorders.

Emotional disturbances among employees can lead to lowered production efficiency in Dr. Ross' opinion, and it has been found that psychosomatic disturbances have a direct relation to absenteeism. It has been estimated that "30 per cent of sickness absence in industrial groups is due to emotional disturbances." This estimate ranks "emotional ill-health . . . second only to the common cold as a cause of lost time." In addition these emotionally disturbed people comprise the "accident prone" groups found in industry.

Because emotionally ill workers are the responsibility of the industrial physician, he is faced with a direct challenge. If he is able to properly diagnose and treat these cases, he has "a unique opportunity to make a material contribution to the efficient operation of his industry and to the health standard of his community." The difficulty facing the doctor is that employees rarely complain of being emotionally dis-

turbed. Complaints which may later be proven to have an emotional background are presented in some physical form referable to a physical symptom.

While psychosomatic symptoms are fairly obvious, the causes behind them can be complicated and obscure. These causes are often "the result of an emotional pattern which can be traced back to the childhood and even infancy of the patient." Treatment of the symptoms is therefore of little value Dr. Ross feels, because "the cause must be identified and dealt with in order to achieve a satisfactory result."

Dr. Ross has classified these emotional disturbances into two rough groups: "the chronic case" and "the acute case." The "chronic case" is one which has resulted from a long and deep-seated emotional maladjustment. The "original cause may lie in some remote incident or situation dating back to the childhood of the patient. These cases pose a very difficult problem in industry."

"Acute cases" are usually beyond the industrial physician because of his limited training, and the length of time necessary to "determine the cause of the trouble and to carry out effective treatment." Such cases should be referred to a psychiatrist, in Dr. Ross' opinion.

The "acute case" has origins which are fairly recent. These "may be found in the work, social or domestic situation." Diagnosis is not too difficult, and such cases are more susceptible to treatment than the "chronic cases." The article noted that "the most important phase of the treatment, is of course correction of the cause of trouble." If the cause lies outside the employee's work, the role of the industrial physician is restricted to diagnosis, emergency care, and supervision until an outside doctor can assume responsibility. If, however, the cause "lies in the work situation, the individual physician must assume a greater share of responsibility for the care and treatment of the patient as well as for the correction of the cause."

"Psychosomatic disturbances . . . almost always are accompanied by a state of excessive nervous tension, at least, this is true when the disturbance is of occupational origin." In his study of these disturbances, the doctor must therefore consider what are called tensional states. Tension is actually a "degree of preparedness for action." The normally adjusted individual should be able to relax once the need for this state of preparedness has passed. If he cannot relax, lowered mental and physical efficiency may result and eventually lead to a breakdown. Those who suffer from excessive tension usually feel insecure. The cause of this insecurity may lie in some situation unrelated to the job or on the other hand in something directly related to the work. It is actually impossible "to separate these two situations into air-tight compartments."

Dr. Ross has listed certain job characteristics which provoke breakdowns. These characteristics may be found in (1) *the job itself* or (2) *the job setting*.

Among the characteristics of the job which may create excessive tension is fragmentation. Fragmentation is described as the modern assembly-line tendency to break jobs up so that the worker often performs functions "which have no meaning for him in relation to the finished product, and are repetitious and monotonous." Some workers overcome this monotony by devices such as counting the units they produce in groups, or by timing. Others, however, especially the "more imaginative and intelligent" are liable to succumb to tension on these jobs.

"The degree of responsibility involved in a job and the development of tensional states," are definitely related according to Dr. Ross. "The tendency to excessive tension is increased by such factors as undefined responsibility, divided responsibility, excessive responsibility and responsibility without authority."

Other characteristics noted by Dr. Ross which can cause excessive tensional rise are: excessive motor demands, found in jobs where the worker does not control the speed of operation; excessive noise, vibration, temperature, etc.; unpredictable flow of work; jobs which are either above or below, the individual's capacity; deadline jobs; and repetitive jobs.

Human relations in industry also play an important part in producing emotional states in the worker according to Dr. Ross. These disturbing causes found in the job setting itself include:—

1. Non-acceptance of the worker by those with whom he is in contact on the job;
2. Rigid job standards. The employers' standards and those of the employees may differ and cause tension. This is a problem of supervision;
3. The necessity for the individual to subordinate his own interests to group requirements. This is closely linked to (1) above;
4. Inadequate qualifications. The worker who does not have proper qualifications works under a handicap which usually results in tension. "The answer to this is the provision of adequate training and preparation before the worker is assigned to such a job;"
5. Inadequate supervision. "This may result in over-direction or under-direction by the supervisor, and in either case, will produce a sense of frustration or insecurity, leading to excessive tension."

In addition to the job characteristics which cause excessive tensional rise, Dr. Ross has listed some characteristics of the individual which are likely to cause tension. Included in this group are:—

Deviations in motivation. The worker may suffer from "overmotivation", which means that his effort is not rewarded by his achievement. The employee's personal motivation may not be identified with the job which is to be done. This is "under-motivation" and may lead to a feeling that there is "no sense of reward of accomplishment". There may also be a "conflict of motives, where there is not sufficient skill, training or confidence that the decision made will be rewarded in the sense of meeting the personal goal."

Workers who are specially prone to emotional disturbances include the ageing worker, faced with failing physical capacity and possibly an uncertain future, and physically handicapped people. Others who tend to get emotionally disturbed are those who show tendencies to insecurity; inability to co-operate; hostility; and those who feel inadequate.

The "detection, correction and prevention (of these tensional disturbances) is the responsibility of the industrial physician," in Dr. Ross' opinion, but he suggests that the physician must not exceed his "normal advisory function," and assume any of the "line authority of management," in his approach to the problem.

Dr. Ross concluded that the new trend in industry is toward better co-operation between the medical and personnel department, and "the industrial physician is, however, by the nature of his training and professional status, in a position to provide guidance and direction to management in the development of personnel policies directed toward the establishment of better mental and emotional health within the organization."

OLDER WORKERS: INDUSTRIAL ASPECTS OF AGEING

The retirement problem of the older worker, and the economic and social aspects which advancing age present are of increasingly important interest. The following is a summary of an article appearing in a recent issue of the Monthly Labour Review.

The problem of retirement and the related economic and social aspects of ageing form the basis of an article by Ewan Clague, Commissioner of Labour Statistics of the United States Department of Labour and printed in the *Monthly Labour Review*. The problem is now one of general interest to government, industry, and labour.

Commissioner Clague pointed out that, "in a very direct way, the magnitude of this problem reflects the tremendous gains in life conservation which have been made possible by medical science and its practitioners." Between 1900 and 1947 life expectation for males in the United States has increased from about 48 years to 65 years. Current estimates are that about "62 out of every 100 can expect to attain the conventional age of retirement."

One direct result of this reduction in mortality has been to increase rapidly both the numbers and proportion of aged in the population. Mr. Clague noted that "in 1900, only about 3 million persons—or 1 out of 25—were 65 years of age and over. At present about 11½ million men and women, or 1 out of 13, are in this age group, and their number is rising rapidly each year." If this trend continues, the numbers of aged will have doubled by the end of the century, and "they will comprise a significantly greater percentage of the population than at present."

In addition to the increase in the 65 and over group, there has been an impressive growth of those of "mature years" between 46 and 64. The proportion of people in this group has increased from one-seventh in 1900 to one out of every five today. Mr. Clague feels that "it is likely that the group will continue to grow in importance in the next several decades."

Employment opportunities for old and near-old workers have not kept up with their increased numbers. The change from an agrarian to an industrial economy coupled with advances in technology and science have "effectively tended to limit the scope of employment for the growing aged population." This has been reflected by the decreasing numbers of men over 65 who are still gainfully employed.

Life Expectancy and Financial Security

Between 1900 and 1940, "the average gap between working life and total life expectancy had almost doubled . . .," Commissioner Clague said. Increased productivity, resulting in higher wages, pension plans and social security have enabled "a modest proportion of former workers to live comfortably in retirement, if they so desire." However, there are many aged workers who have gone on working when they would prefer to retire, "if they are given an effective choice between continued work and retirement." These people are in the very large group of industrial workers who have not been able to save any significant sums during their working life. Estimates have shown that one in three U.S. families were unable to save anything and about one-fourth have averaged savings of less than \$200. Commissioner Clague pointed out that "insurance actuaries state that a worker would require almost \$15,000 in cash to be able to provide himself with a modest annuity of \$100 per month, starting at age 65."

In the face of these facts, "organized labour has made a powerful drive to negotiate directly with management for pensions." In addition to this, Federal and State programs for "welfare old-age assistance have expanded greatly. . . ." The Commissioner feels that the adoption of the amendments to the Social Security Act before the American Senate "is fundamental." The adoption of the new Federal legislation will not replace union and industry pension programs, according to Mr. Clague, but will "supplement benefits by assistance programs for those aged persons without any substantial period of service in covered employment."

The expansion of old-age insurance programs "will afford many aged workers a real choice between continued work and retirement," the article said, and will not force those workers over 65 who are physically able, to retire if they do not want to.

"The situation of many workers of mature age, between their late forties and sixties, who have not yet attained retirement age, but who are exposed to the risk of involuntary and premature separation from the working force," is "even more far-reaching in scope," Mr. Clague asserted, and the problem of these workers is very important. While the majority of these workers do not want to retire, the increased tempo of modern production often leaves them at a serious competitive disadvantage. This situation was highlighted during the depression, the article noted, and still exists today to a lesser degree.

Commissioner Clague was firm in the belief that some way must be found to look after those who are ineligible for pensions or do not want to retire. He pointed out that one of the arguments used for not employing these people has been the decrease in physical capability brought on by old age. However, recent investigation has shown "that the extent of physical impairment may be exaggerated in popular thinking."

It is therefore necessary "to appraise the older worker as an individual, who may be quite unlike the average man of his age."

While older workers may be less adaptable to changing work situations, they compare favourably to younger workers in regard to absenteeism, and work injury records. Mr. Clague also pointed out that experience is an important asset possessed by older workers which can be used on jobs other than the production line.

While "many labour-management agreements also protect the ageing worker on the job," Mr. Clague said, the problem of the older worker who lacks continuity of employment still remains. The solution "requires large-scale development of jobs suited to the capabilities of older people and the working out of systematic means of getting them into these jobs." This program will require study and research before it can be implemented, but its success would "contribute a large and growing amount of otherwise unused manpower to the national income."

TEEN-AGE YOUTH IN THE LABOUR MARKET

A recent United States Government study reports the employment problems of 524 "teen-agers" in Louisville. It emphasizes the need for training and counselling particularly for children in low-income groups.

The findings of a survey on the employment opportunities and problems of a group of young people under typical conditions of city life have been issued by the Labour Standards Bureau of the United States Department of Labour in an illustrated report, *Hunting a Career, A Study of Out-of-School Youth in Louisville, Kentucky*.

The survey covered 524 out-of-school young persons ranging in age from 14 through 19. The reasons these young people left school, the conditions under which they looked for work and were employed, the financial pressures they were under, and the meagre or ample help they received from counselling and placement services in securing and holding satisfactory jobs are described in detail.

Besides the personal interviews held with each youth, the Bureau also obtained information from employers, union officials, community agencies, school and work-permit officials and State Labour depart-

ment officials who contributed material on employer and labour attitudes toward hiring young people, their employment problems and working conditions.

Findings of Survey

The 524 boys and girls represented cross-sections of three age groups of the out-of-school population in the labour market. Of the entire group 443 were white and 81 were Negroes. At the time of the interview they were divided according to age as follows: 113 were 14 or 15 years old; 217 were 16 or 17 years old and 194 were 18 or 19 years old.

Slightly less than half of the 16- and 17-year olds had completed as much as the ninth grade. Nearly one-third of those who were 14 or 15 years of age had dropped out of school without completing more than the seventh grade. In all there were 440 of the group who had not graduated from high school.

The motives of the 440 young people who left school before graduation, the report states, fell readily into a few general categories: dissatisfaction with school; economic pressure; the attraction of wage earning; marriage; or various personal or family emergencies.

While the general level of employment was high in Louisville and the country as a whole, at the time of the survey 177 of the 524 teen-agers were unemployed. Generally the proportion without jobs decreased as age increased. Shifting from one job to another was a frequent occurrence, the report states, those out of school three years or longer having had an average of 3.9 jobs each.

Barred from certain types of factory work under the child-labour provisions of the Fair Labour Standards Act, children under 16 looked to the trade and service industries, such as stores, restaurants and hospitals, for their jobs. On the other hand, more boys and girls over 16 years of age were employed in manufacturing than in any other industry. With the 16- to 19-year old workers trade ranked second and service industries third.

Hours of Work and Wages

While 40 hours is the maximum work week recommended for young people under 18, the report points out that many children worked excessive hours, usually because their jobs were in stores, restaurants, laundries and hospitals where long hours are characteristic. Workers 18 or 19 years of age, on the other hand, being employed more generally in manufacturing where hours are closely regulated by law or union contract, enjoyed shorter hours of labour.

The matter of wages is usually an important factor in the choice of job which a young person makes and the satisfaction he feels in his employment. In the survey, it was found that for the youngest group the median wage was 48 cents an hour and for the oldest group 71 cents. For those in manufacturing the median wage was more than 75 cents an hour.

When asked how well they liked the occupation in which they were working or, if unemployed, had last been working, one-third of the teen-agers said they were highly satisfied; slightly less than one-half were moderately satisfied; one-fifth mildly dissatisfied; and somewhat more than one-tenth were acutely dissatisfied. Feelings of dissatisfaction were greatest among the youngest workers, the Negro youth, and the unemployed, some of whom had quit

their jobs because they disliked the nature of their work.

The majority of the boys and girls, even those who were dissatisfied with their occupation, had made no vocational plans for obtaining more education, or special training, or even for changing into work better suited to them. In their choice of occupation, the largest number said that try-out on a job had influenced them most. Parents ranked second as a vocational influence, with school personnel and friends ranking third and fourth.

Employer and Union Attitudes

Some 41 Louisville employers were interviewed and of these the majority favoured greater education on the part of the youthful applicants. When hiring workers, most of the 41 employers considered educational background, neatness, courtesy and dependability as more valuable attributes than previous work experience or specific vocational skills.

Selected union officials who were interviewed were, without exception, of the opinion that young people should get all the education possible, staying in school until at least 18 years of age.

Conclusions

The Louisville study of out-of-school youth in the labour market shed light on the types of basic personal and social problems that young people face in making the transition between school and work, according to the report.

To begin with, "the immaturity of boys and girls out of school at 14 and 15 years, their poor preparation for work, and their difficulty in finding employment of any kind," the report comments, "point up with renewed emphasis the importance of continued schooling at least to the age of 16. . . ."

It was apparent from the survey that a definite lack of communication existed between the majority of the young people interviewed and the counselling, placement and other social services in the community. "To a great extent," observes the report, "the children did not seek the services and the services did not seek the children."

Suggestions made by the study for facilitating the transition from school to the working world are already being practised or investigated, the report states. The knowledge that many young people feel strongly that school is not giving them what they want or need in education has given rise to new developments in some of the secondary school curricula.

The idea of bringing counselling services to a child long before he reaches the legal age to leave school for work is also receiving wider attention. In this way the child with educational or personal problems of adjustment can be helped while those problems are still in the early stages.

That society has a special responsibility toward any child who is compelled to withdraw from school for financial reasons is an opinion advanced by the report. It emphasized that in addition to programs of public assistance and social security, adequate funds for student aid from some source are needed. Such a program would, however, require proper administration so as to maintain the self-respect of the young persons for whom it was designed.

The public employment office is of primary importance, states the report, in that it can do much to assist the young person in finding a suitable occupation.

Close co-operation between the school and public employment office, both in exchange of labour-market information and in placement of in-school youth in part-time jobs, can create a strong feeling of confidence in the employment office on the part of the young person leaving school.

In any assessment of young people's employment needs "it is important," states the report, "to look particularly to youth from Negro or other minority groups and to the children in low-income families." For it is among these groups that the problems may assume their acutest forms. "Children living in the alleys or on the wrong side of the tracks, children belonging to minority groups, are very often the ones who are most diffident in seeking help, most inarticulate in expressing their needs." "If they are to be reached," the report concludes, "the community must go more than half way."

CONFERENCE OF ADMINISTRATORS OF LABOUR LEGISLATION AT MONTREAL

The Canadian Association of Administrators of Labour Legislation, an organization of federal and provincial departments, boards and commissions administering labour laws, held its ninth annual meeting in the Windsor Hotel, Montreal, on May 29-31. In his welcome to the delegates at the opening session, Mr. Gérard Tremblay, Deputy Minister of Labour for Quebec, emphasized the value of these annual conferences for the exchange of opinion on common problems arising out of the administration of labour legislation.

In addition to officials of the federal Department of Labour, nine provinces, including the new Province of Newfoundland, were represented by the Deputy Minister or other chief labour officer. Newfoundland joined the Association in 1949.

From some Provinces there were in attendance also the Chief Factory Inspector and other officials concerned with the administration of laws governing minimum wages and labour relations. One provincial Minister of Labour attended several sessions. The topics discussed included industrial safety, labour statistics, conciliation methods in industrial disputes, minimum wages, and the organization of a provincial department of labour and its relations with other government departments.

"Labour Relations in Britain Today" was the subject of an address given at the dinner meeting on May 30 by Miss E.

Buckley Sharp, O.B.E., M.A., Deputy Director of the Institute of Personnel Management of Great Britain. Miss Sharp described the relationship between employers and organized labour at both national and factory levels. Much of the wartime machinery of consultation between the Government, representatives of employers and trade unions, she said, had been continued and developed and "despite divergent views on socialism and capitalism, the two sides in industry have never worked better together at national level than they do today." The speaker then dealt with the part played by the Ministry of Labour in industrial relations, with particular reference to its interest in the field of personnel management, and also outlined some of the problems facing the British trade union movement.

An interesting feature of the Conference was a visit to the Montreal Building Trades Apprenticeship Centre arranged for the delegates through the courtesy of the Quebec Department of Labour.

The officers elected for the coming year are: President, W. Elliott Wilson, Deputy Minister of Labour, Manitoba; first Vice-President, N. D. Cochrane, Deputy Minister of Labour, New Brunswick; second Vice-President, J. B. Metzler, Deputy Minister of Labour, Ontario; Secretary-Treasurer, Evelyn Best, Legislation Branch, federal Department of Labour. James Thomson, Deputy Minister of Labour, British Columbia, is Past President.

The following federal and provincial representatives were present at the Conference: **Federal Department of Labour**—Paul E. Côté, M.P., Parliamentary Assistant to the Minister of Labour, G. V. Haythorne, Director, Economics and Research Branch, H. S. Johnstone, Industrial Relations Officer, G. R. Carroll, Research Assistant, Labour-Management Co-operation Service, J. D. Forbes, J. B. Lane, Economics and Research Branch, G. G. Blackburn, Director, Information Branch, G. M. Ingersoll, Acting Chief, Legislation Branch, Evelyn Woolner, Edith Lorentsen, Evelyn Best, Legislation Branch; **Alberta**—K. A. Pugh, Chairman, Board of Industrial Relations; **British Columbia**—James Thomson, Deputy Minister of Labour, Macgregor Macintosh, Labour Relations Board; **Manitoba**—W. Elliott Wilson, Deputy Minister of Labour, W. Trevor Davies, Director of Industrial Safety; **New Brunswick**—N. D. Cochrane, Deputy Minister of Labour, H. F. White, Director of Minimum Wages and Labour Relations; **Newfoundland**—S. H. Parsons, Deputy Minister of Labour; **Nova Scotia**—R. E. Anderson, Secretary, Department of Labour, J. D. Whiteley, Chief Inspector, Evelyn B. Spruin, Secretary, Minimum Wage Board; **Ontario**—Hon. Charles Daley, Minister of Labour, J. B. Metzler, Deputy Minister of Labour, E. H. Gilbert, Chief Inspector, C. G. Gibson, Mechanical Engineer, Patterson Farmer, Director, Minimum Wage Branch, P. M. Draper, Chairman, Labour Relations Board, Louis

Fine, Chief Conciliation Officer, Alice Buscombe, Statistician, Department of Labour; **Quebec**—Gérard Tremblay, Deputy Minister of Labour, Donat Quimper, Assistant Deputy Minister of Labour, Jean Paul Deslières, Secretary, Superior Council of Labour, Geo. M. Giroux, Technical Adviser, Minimum Wage Commission, Philippe Rousseau, Legal Adviser, Minimum Wage Commission, Charles Bélanger, Secretary, Minimum Wage Commission, Emile Doucet, Secretary, Minimum Wage Commission, Montreal District, Edmond L'Heureux, Chief of Claims, Minimum Wage Commission, Cyprien Miron, Director, Conciliation and Arbitration Service, Noel Bérubé, Chief, Conciliation and Arbitration Service, Quebec District, Roger Lapierre, Director of Conciliation and Arbitration Service, Montreal District, J. F. Girouard, Secretary, Conciliation and Arbitration Service, Montreal District, Ubald Brunet, M. E. Lacasse, Conciliation Officers, Clovis Bernier, Chief Inspector, Paul Garneau, Secretary, Labour Inspection Service, Wilfrid Beaulac, Inspector, Quebec District, L. O. Guyon, Deputy Chief Inspector, Quebec District, F. O'Carroll, Inspector, J. B. Delisle, Technician and Special Officer, Inspection Service, P. E. Thérien, Apprenticeship Branch, David Robillard, Treasurer, Workmen's Compensation Commission; **Saskatchewan**—J. H. Williams, Director of Wages and Hours Branch, C. K. Murchison, Executive Assistant, Department of Labour, R. J. Henderson, Executive Officer, Labour Relations Board.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

The month of June was featured by the restoration of amicable relations between The Canadian Press and the American Newspaper Guild and by the settlement of a dispute affecting the ground employees of various United States air lines operating at Gander, Newfoundland.

Introduction

An amicable adjustment was secured during June of the differences between The Canadian Press and its subsidiary, Press News, Limited, and the American Newspaper Guild which had led the union to apply to the Minister of Labour for consent to prosecute the two companies and their respective general managers. As reported in the June issue of the *LABOUR GAZETTE* (p. 823) the Minister of Labour appointed Mr. James H. Stitt, of Ottawa as an Industrial Inquiry Commission under the Industrial Relations and Disputes Investigation Act to endeavour to facilitate collective bargaining between the parties and, failing this, to make a report to him on the alleged offences mentioned in the Guild's complaint. The Guild's allegations included charges that The Canadian Press had refused to bargain collectively and had refused to continue to employ any guild members on the Parliamentary staff of the news gathering agency.

In reporting that the Guild's applications for consent to prosecute had been withdrawn, the Commissioner stated that The Canadian Press was prepared to negotiate an agreement covering all its editorial employees within Canada, that the right of any staff member in Ottawa to belong to the American Newspaper Guild had been recognized, and that collective bargaining was, in fact, proceeding between the parties. The case involving Press News, Limited, was settled in similar fashion on the basis of adjustments and replacements concerning certain individuals.

* * *

On June 26, 1950, the Minister of Labour received a report from a Conciliation Officer indicating the settlement of matters in dispute between Pan American World Airways, Inc., Trans World Airlines, Inc., American Overseas Airlines, Inc., and the Allied Avia-

tion Service Company of Newfoundland Limited, represented by the Airport Employers' Organization, and the Association of Aviation Employees (Federal Labour Union No. 24609, A.F.L.), representing ground crew employees of the companies employed at Gander, Nfld.

The settlement was reached following a series of conferences between the parties presided over by the Conciliation Officer, who was appointed by the Minister of Labour to deal with the dispute on June 6, 1950, on the request of the union.

By the terms of settlement, the Association was recognized as the bargaining agent of the employees of the companies concerned who are Canadian citizens and who are permanently domiciled in Canada. Wage increases of varying amounts were granted, depending on the classifications of the employees. It was also agreed that, when overtime work is performed, employees are to be granted equivalent time off within thirty days. No provision was made in the agreement to cover changes in the cost of living, but the companies concerned undertook, in letters to the Association, to make no change prior to October 31, 1950, in the cost of living allowances currently being paid, although the companies reserved the right to reduce the allowances should employees' rentals be reduced by the companies. The employers also stated their intention to conduct a survey which would enable them to establish reasonably accurate cost-of-living allowances at Gander. Weekly hours of work were reduced from 48 to 44, and monthly hours from 208 to 191. Employees were granted two calendar weeks' vacation after each twelve consecutive months of service, the period during which vacation might be taken to be governed by seniority and the requirements of the service. It was also

agreed that sick leave would accrue on the basis of one work-day for each calendar month, with a limited accrual of twelve work-days in any calendar year and an accumulated maximum accrual of sixty working days.

* * *

In the July issue of the *LABOUR GAZETTE* (p. 1043) it was reported that a Conciliation Officer had been unable to effect a settlement in a dispute between the National Catholic Syndicate of Longshoremen of Sorel, Inc., and four stevedoring companies carrying on operations at Sorel, P.Q., namely Wolfe Stevedores Limited, Empire Stevedoring Company Limited, North American Elevators Limited and Sorel Dock and Stevedoring Company, Limited. The Minister of Labour established a Conciliation Board on June 9 to deal with the situation, but a mutually satisfactory settlement was

reached between the parties before the Board was fully constituted.

On June 6 the Minister of Labour established a Board of Conciliation and Investigation to deal with a dispute between the Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. The matters in dispute included the terms of a proposed pension plan, wage rate increases, differentials for tradesmen and garage employees, holidays with pay, and sick benefits. Later in the month, the Minister appointed Messrs. J. J. Connolly, K.C., of Ottawa and C. L. Dubin, of Toronto as members on the recommendation of the employer and the union respectively, and early in July completed the personnel of the Board by the appointment of His Honour Judge A. Cochran of Brampton, Ontario, as Chairman and third member.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions for the consideration of complaints that the Act has been violated

or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and

Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec,

and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of June. The Board issued six certificates designating bargaining agents, rejected one application for certification, allowed the withdrawal of eight applications for certification, and ordered four representation votes. During the month the Board received three applications for certification.

Applications for Certification Granted

1. The Seafarers' International Union of North America, Canadian District, for a unit of unlicensed personnel employed on vessels operated by Vancouver Barge Transportation Limited, Vancouver (L.G., June, 1950, p. 824).

2. The Brotherhood of Railroad Signalmen of America, for a unit of employees of the Canadian Pacific Railway Company employed in the Company's Signal Repair Shop at Westmount, P.Q. (L.G., June 1950, p. 824).

3. The Grand International Brotherhood of Locomotive Engineers, for a unit of employees of the Northern Alberta Railways Company comprising locomotive engineers handling steam or other classes of motive power (L.G., July, 1950, p. 1041).

4. Local 1764, Steamship Checkers and Cargo Repairmen and Weighers and Samplers, Saint John, N.B., of the International Longshoremen's Association, for a unit of employees of certain companies, represented by the Shipping Federation of Canada, Inc., employed at Saint John, N.B., in the classifications of steamship checkers, cargo repairmen, weighers and samplers, together with manifest clerks and office employees employed on the docks. The applicant union was also certified as bargaining agent for similar units of employees of D. Cameron and Son, Inc., and James W. Brittain and Son (L.G., July, 1950, p. 1041).

Application for Certification Rejected

Local Council No. 1, Canadian Marine Engineers' Association, and the National Sand and Material Company Limited, Toronto (L.G., June, 1950, p. 824).

The application was rejected following investigation and reference to the parties concerned.

Applications for Certification Withdrawn

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and Agencies Maritimes Enregistré, Quebec, P.Q. (L.G., June, 1950, p. 824).

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and F. J. Dinan, Quebec, P.Q. (L.G., June, 1950, p. 824).

3. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and General Equipment Limited, Quebec, P.Q. (L.G., June, 1950, p. 824).

4. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and International Fertilizers Limited, Quebec, P.Q. (L.G., June, 1950, p. 825).

5. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and Rock City Tobacco Company, Limited, Quebec, P.Q. (L.G., June, 1950, p. 825).

6. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and Arthur Vaillancourt, Quebec, P.Q. (L.G., June, 1950, p. 825).

7. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and the Canadian National Railways (Harbour Workers, Quebec, P.Q.) (L.G., June, 1950, p. 825).

8. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and the Canadian Pacific Railway Company (Harbour Workers, Quebec, P.Q.) (L.G., June, 1950, p. 825).

The Board allowed the withdrawal of the foregoing applications on the request of the Vice-President of the Brotherhood.

Representation Votes Ordered

1. Local 1454, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, and Canada Coach Lines, Limited, Hamilton (See below). Following an investigation of the application the Board ordered a representation vote of the employees affected, the names of both the applicant union and the intervening union, the Canada Coach Lines Independent Employees' Union, to appear on the ballot. (Returning Officer: F. J. Ainsborough.)

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and the Canadian Pacific Railway Company (Office of Auditor of Freight Receipts) (L.G., July, 1950, p. 1041). Following an investigation of the application the Board ordered a representation vote of the employees affected. (Returning Officer: L. Pepin.)

3. The West Coast Seamen's Union (Canada) and the Westward Shipping Company Limited, Vancouver (L.G., July, 1950, p. 1041). Following an investigation of the application the Board ordered a representation vote of the employees affected. (Returning Officer: G. R. Currie.)

4. Division No. 59, Canadian Brotherhood of Railway Employees and Other Transport Workers, and Union Steamships Limited, Vancouver (L.G., July, 1950, p. 1041). Following an investigation of the application the Board ordered a representation vote of the employees affected. (Returning Officer: G. R. Currie.)

Applications for Certification Received

1. Local 1454, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, on behalf of employees in the operations and maintenance divisions of Canada Coach Lines Limited, Hamilton. (Investigating Officer: H. Perkins.)

2. Local 508, International Longshoremen's and Warehousemen's Union, on behalf of certain employees of Johnston National Storage Limited, Nanaimo, B.C. (Investigating Officer: G. R. Currie.)

3. The Canadian Brotherhood of Seamen, on behalf of unlicensed personnel employed by the Gulf and Lake Navigation Company, Limited, Montreal, on board the ss. *Birchton*, and ss. *Cedarton*. (Investigating Officer: L. Pepin.)

REASONS FOR JUDGMENT in application for certification affecting

**Local Union 1440, International Brotherhood of Electrical Workers (AFL-TLC), Applicant,
and
The Hydro-Electric Commission of the City of Ottawa,
Respondent.**

This is an application for certification of the applicant trade union as bargaining agent of a unit of employees of the Respondent. Respondent is a corporate body created by by-law of the Corporation of the City of Ottawa under the provisions of the Public Utilities Act, RSO 1937, Chapter 286, and operates a public electric power undertaking owned by the City of Ottawa to provide electric power to users in and adjoining the City of Ottawa in the Province of Ontario.

The background of the present application is as follows: Prior to December 31, 1949, the Ottawa Light, Heat and Power Company Limited, a private corporation incorporated under legislation of the Federal Parliament owned and operated an electric power undertaking providing electric power to users in the Ottawa area as well as in the Province of Quebec. This company took delivery of electric power from power-producing firms at points on the Quebec side of the Ottawa River, and

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, A. J. Hills and A. R. Mosher. The Judgment of the Board was delivered by the Vice-Chairman.

These Reasons for Judgment were adopted by the Board at its meeting on May 10, 1950. See L.G., July, p. 1041.

transmitted such power on its own feeder power lines across the Ottawa River into the Province of Ontario for distribution and sale to users in Ontario. As an inter-provincial undertaking connecting the two provinces the Industrial Relations and Disputes Investigation Act has been applied to this company and its employees by virtue of the provisions of paragraph (b) of Section fifty-three of that Act.

By Chapter 67, Statutes of Ontario, 1948, the Corporation of the City of Ottawa was

authorized to purchase all that part of the undertaking, property and assets of the Ottawa Light, Heat and Power Company Limited situated in the Province of Ontario. Under this statute and an Order in Council made thereunder, the purchase thus authorized was completed by and pursuant to the provisions of an agreement entered into between the Ottawa Light, Heat and Power Company Limited as the Vendor, and the Corporation of the City of Ottawa as the Purchaser, and Respondent as a third party to the agreement, under date of December 19, 1949.

Following upon the completion of the agreement; the electric power utility thus acquired under the agreement by the Corporation of the City of Ottawa became a part of the electric power utility which had theretofore been owned by the City and operated by the Respondent in the Ottawa area in the Province of Ontario. The employees of the Ottawa Light, Heat and Power Company who had been employed upon or in respect of the operation of the undertaking thus taken over were as from December 31, 1949, taken into the employ of the Respondent. Present application covers employees employed in the operation of the enlarged enterprise.

The Respondent contests the application and contends that the Industrial Relations and Disputes Investigation Act does not apply to or in respect of its employees or to the Respondent because

- (a) the work, undertaking and business of the Respondent is not within the legislative authority of the Parliament of Canada, but is within the exclusive legislative authority of the Legislature of Ontario;
- (b) the Respondent owns no property in any province other than Ontario, nor is any employee of the Commission employed in any province other than the Province of Ontario; and
- (c) the work, undertaking and business of the Commission does not fall within any of the special cases referred to in paragraphs (a) to (h), inclusive, of Section fifty-three of the said Act.

The matter was set down for hearing of argument on the specific issue so raised, and the Board has had the advantage of hearing very complete argument thereon presented by counsel for both parties.

Counsel for the Respondent, in referring to the terms of the agreement of December 19, 1949, between Ottawa Light, Heat and Power Company Limited, hereinafter called "the Vendor", and the Corporation of the City of Ottawa and the Respondent, and

existing operating arrangements, points out that:—

- (a) the agreement specifically provided that the sale did not include the assets of the Vendor in the Province of Quebec;
- (b) under the agreement the Vendor undertook to arrange with the Gatineau Power Company for delivery, at expense of the Vendor, of power supplied by the Gatineau Power Company at a point in the Province of Ontario or at the interprovincial boundary, but in event of the Vendor being unable to do so before December 31, 1949, at an expense not exceeding \$5,000, the Vendor, if requested by the Corporation of the City of Ottawa or the Respondent, undertook at the expense of the Vendor to incorporate a company for the purpose of holding the interest in lands, transmission lines, cables and other works of the Vendor in the Province of Quebec used for the purpose of delivering power from the Gatineau Power Company to the Vendor and to transfer all stock in such company to the Corporation of the City of Ottawa or its appointee;
- (c) pursuant to the provisions of the agreement referred to in paragraph (b), a company, the Remic Rapids Electric Company Limited, was created by the Vendor under the provisions of the Dominion Companies Act, and shares in this company are held by the Corporation of the City of Ottawa, and the directors of that company are officers of the said Corporation;
- (d) the Vendor transferred to the Remic Rapids Electric Company Limited all the feeder lines owned by the Vendor used for the purpose of transmitting power from the Quebec side of the Ottawa River to the Ontario side of that river;
- (e) the only other power feeder lines transmitting power from the Quebec side of the Ottawa River to the Ontario side thereof of which the Respondent takes delivery for purposes of its operations consist of five lines owned by the Gatineau Transmission Company Limited, which, under agreement between the Gatineau Transmission Company Limited and the Hydro-Electric Commission of Ontario, carry power contracted for by the said Commission. This power is delivered to the said Commission in the Province of Ontario, and when the said Commission obtains delivery of the power in Ontario, it gives it to the Respondent;
- (f) the Remic Rapids Electric Company Limited is responsible for the maintenance of the feeder power lines across the Ottawa River under agreement with the Vendor;
- (g) pursuant to an existing agreement between Remic Rapids Electric Company Limited and the Respondent, the Remic Rapids Electric Company Limited has agreed to and does transmit power delivered by the Gatineau Power Company to the

Respondent at the installations of the Respondent in the City of Ottawa, in consideration of the payment by the Respondent to the Company of a stated monthly amount of money.

In summary, the Counsel for the Respondent submits that the specific purpose of the provisions of the sale agreement referred to and the establishment of the Remic Rapids Electric Company Limited and the agreements made with it was to provide that neither the Corporation of the City of Ottawa nor the Respondent would acquire any assets whatever in the Province of Quebec.

Respondent further states that none of the employees of the Respondent work in the Province of Quebec in the course of their employment, except on occasions when its employees are requested by the Gatineau Power Company for special work, in which event they are taken on temporarily during the period of such employment on the payroll of the Gatineau Power Company.

Counsel for the Applicant in contending that the work or undertaking upon which the employees of the Respondent are employed is a work or undertaking connecting one province with another, bringing it within the scope of paragraph (b) of Section fifty-three of the Industrial Relations and Disputes Investigation Act, submits that the undertaking of the Respondent could not exist independently of the feeder transmission power lines running across the interprovincial boundary and owned by the Remic Electric Power Company Limited, that this Company is wholly owned by the Corporation of the City of Ottawa, and that the Respondent is the agent of that Corporation and is carrying on its operations for and on the behalf of the Corporation. Counsel asks the Board to find that the undertaking which the Respondent operates on the Ontario side of the Ottawa River and the feeder transmission lines owned by the Remic Electric Power Company Limited are in fact one indivisible work or undertaking to which the Act applies in virtue of paragraph (b) of Section fifty-three thereof.

While the legal transactions attendant upon the transfer of assets of the Ottawa Light, Heat and Power Company Limited in the Province of Ontario to the Corporation of the City of Ottawa are somewhat involved, the effect thereof in so far as the operations of the Respondent are concerned is quite clear.

The Respondent has for a good many years past operated a public utility electric power undertaking in the area of the City

of Ottawa in the Province of Ontario which is owned by the City of Ottawa and is a municipal undertaking. It has obtained the bulk of the power required by it for its operations from the Hydro-Electric Commission of Ontario, which in turn has acquired at least a portion of the power required to supply the Respondent by taking delivery of such power from the Gatineau Power Company at a point within the Province of Ontario. The power so delivered by the Hydro-Electric Commission of Ontario and given to the Respondent is transmitted from points within the Province of Quebec by means of feeder power transmission lines running across the interprovincial boundary which are, it was stated at the hearing by Counsel for the Respondent, the property of the Gatineau Power Company. The undertaking operated by the Respondent has at all times heretofore been regarded and has operated as a local undertaking to which the provisions of provincial labour relations legislation have applied without question, apart from the period in which the Wartime Labour Relations Regulations enacted under the War Measures Act had overriding effect.

As far as this Board has been able to determine, the effect of the transaction between the City and the Ottawa Light, Heat and Power Company has been to simply extend the size of the undertaking so operated by the Respondent by adding thereto the undertaking in the Province of Ontario acquired by the Corporation of the City of Ottawa by purchase from the Ottawa Light, Heat and Power Company Limited. This, however, has not changed the local nature of the undertaking or management thereof. The Respondent has continued to receive power for the purpose of the operation of the enlarged undertaking by the same means and in the same manner after the taking over of the works and undertaking of the Ottawa Light, Heat and Power Company in the Province of Ontario as prior thereto, namely by taking delivery thereof at points in the Province of Ontario. It is true that the number of feeder lines over which the power is delivered to the Respondent in the Province of Ontario has been increased to meet the requirements of the enlarged undertaking, but in the opinion of the Board it makes no significant difference for the purposes of this particular application whether the feeder transmission power lines delivering power from points in the Province of Quebec to the undertaking operated by the Respondent at points in the Province of Ontario are owned by the

Gatineau Power Company or by the Remic Rapids Electric Company Limited. The fact that the Corporation of the City of Ottawa owns the majority of shares in the Remic Rapids Electric Company Limited does not, in the opinion of the Board, affect the nature of the undertaking operated by the Respondent. The Applicant has not satisfied the Board that the nature of the undertaking, which is municipally owned and which is operated by the Respondent, a body created by by-law of the municipality pursuant to provincial legislation, has been changed by reason of the transaction between the Ottawa Light, Heat and Power Company and the City of

Ottawa so as to bring the undertaking within the classes of works and undertakings to which the Industrial Relations and Disputes Investigation Act applies.

The application is accordingly rejected.

(Sgd.) A. H. BROWN,
*Vice-Chairman
and Acting Chairman
for the Board.*

M. W. WRIGHT, Esq.,
for the Applicant.

G. C. MEDCALF, Esq., K.C.,
for the Respondent.

Dated at Ottawa, May 10, 1950.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officers Appointed

During the month of June the Minister appointed Conciliation Officers under Section 16 of the Industrial Relations and Disputes Investigation Act to confer with the parties in the following industrial disputes:—

1. The Association of Aviation Employees (Federal Labour Union No. 24609, AFL), applicant, and Pan American World Airways, Inc., Trans World Airlines, Inc., American Overseas Airlines, Inc., and the Allied Aviation Service Company of Newfoundland Limited, respondents. The dispute affected ground crew personnel employed by the companies at Gander, Nfld. (Conciliation Officer: H. R. Pettigrove.)

2. The Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and the Canadian Pacific Transport Company, Limited, respondent. (Conciliation Officer: R. H. Hooper.)

Settlements Facilitated by Conciliation Officers

1. On June 1, 1950, the Minister received a report from L. Pepin, Conciliation Officer, indicating the settlement of matters in dispute between J. C. A. Turcotte, an employer of longshoremen at Sorel, P.Q., and the National Catholic Syndicate of Longshoremen of Sorel, Inc. (L.G., July, 1950, p. 1043).

2. On June 14, 1950, the Minister received a report from G. R. Currie, Conciliation Officer, indicating the settlement of

matters in dispute between The Consolidated Mining and Smelting Company of Canada, Limited, Yellowknife, N.W.T., and the Yellowknife District Miners' Union (Local No. 802, International Union of Mine, Mill and Smelter Workers) (L.G., May, 1950, p. 683).

3. On June 26, 1950, the Minister received a report from H. R. Pettigrove, Conciliation Officer, indicating the settlement of matters in dispute between the Association of Aviation Employees (Federal Labour Union No. 24609, AFL) and various aviation companies at Gander, Nfld. (See above.)

Conciliation Boards Appointed

1. On June 6, 1950, the Minister appointed a Board of Conciliation and Investigation to deal with a dispute between the Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. The Board was appointed following receipt of the report of F. J. Ainsborough, Conciliation Officer (L.G., May, 1950, p. 683). Constitution of the Board had not been completed at the end of the month.

2. On June 9, 1950, the Minister appointed a Board of Conciliation and Investigation to deal with a dispute between Wolfe Stevedores Limited, Empire Stevedoring Company, Limited, and the National Catholic Syndicate of Longshoremen of Sorel, Inc. The Board was appointed following receipt of the report of L. Pepin, Conciliation Officer (L.G., July, 1950,

p. 1043). Settlement of the dispute was reported on June 20, 1950, before the Board was fully constituted.

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation appointed to deal with the dispute between Canadian National Steamships, the Canadian Pacific Railway Company (B.C. Coast Steamship Service), Union Steamships Limited, and the Seafarers' International Union of North America, Canadian District (L.G., July, 1950, p. 1044), was fully constituted on June 15, 1950, with the appointment of H. A. Beckwith, Victoria, B.C., as Chairman. Mr. Beckwith was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, G. E. Housser, K.C., and Jack Price, both of Vancouver, who had previously been appointed on the nominations of the Companies and Union, respectively.

Recent Decisions of Canadian Railway Board of Adjustment No. 1

The Canadian Railway Board of Adjustment No. 1 has released its findings in cases heard on October 11 and November 8, 1949, and January 10 and April 11, 1950.

Case No. 588.—Canadian National Railways (Western Region) *ex parte* and the Brotherhood of Railroad Trainmen *ex parte*. The dispute concerned the dismissal of an engineman following an accident at Thunder River, B.C., on July 15, 1948.

Statement of Facts (Company): The engineer was assigned to Extra 2753 West between Jasper and Blue River. Train left Jasper on July 14 and orders were received at Albreda stating "that No. 404, engine 4326 would wait at Thunder River until 4:40K and Pyramid until 5:00K for extra 2753 West." Company stated that "extra 2753 West failed to stop clear of the east switch at Thunder River and collided with No. 404 which was standing on main track clear of east switch." The engineman was held responsible and dismissed.

The company contended that the engineman "had been previously dismissed for responsibility for head on collision . . . on November 3, 1945." The engineman was reinstated, but as the result of this second accident he was dismissed because the company felt he was "not a safe man to be in charge of a locomotive."

Report of Industrial Inquiry Commission Received

On June 30, 1950, the Minister received a report from James H. Stitt, whom he had appointed as an Industrial Inquiry Commission to inquire into applications, submitted by the American Newspaper Guild, for consent to prosecute the Canadian Press and Press News Limited (L.G., July, 1950, p. 1044). Mr. Stitt reported that the parties had reached agreement on matters in dispute and that the American Newspaper Guild had withdrawn its application for consent to prosecute.

Application for Consent to Prosecute Received

On June 22, 1950, the Minister received from the Canadian Seamen's Union an application, submitted under Section 46 of the Act, for consent to prosecute Branch Lines Limited for the alleged violations of certain provisions of the Act.

Statement of Facts (Employees): The engineman was on "Extra No. 2753 West, leaving Jasper for Blue River on July 14, 1948. At Albreda, Extra 2753 was cleared with an order stating No. 404, Engine 4326, would wait at Thunder River until 4:50K and Pyramid until 5:00K, for extra 2753 West. In stopping to head in at Thunder River train over-ran the switch, colliding with No. 404, which was standing on the main line clear of siding." The engineman was held responsible and dismissed.

The employees contended that the engineman lost the location of the siding switch because of heavy fog and ran by it. The rail was wet because of the fog and "this coupled with the fact that the train was short (considering the tonnage) tended to take more braking power to stop than was usually required to stop trains of equal tonnage contained in a train of more than 33 cars. The track is a descending grade towards the West at this point."

The employees claimed that "in view of conditions existing at the time," the dismissal of the engineman was "too severe," and he "should be reinstated as of July 1, 1949."

Both parties to the dispute presented additional oral evidence.

The decision of the board was that "the contention of the employees be not sustained."

Case No. 589.—Canadian National Railways (Central Region) and the Brotherhood of Locomotive Engineers, *ex parte*, concerning the discharge of an engineer following an accident on October 12, 1948.

Statement of Facts (Company): "Extra 3501 North collided head-on with Extra 3204 South on the main track at a point approximately 283 feet north of the order board at Beaverton, Mileage 64.2 Bala Subdivision, 9.23 p.m., October 12, 1948."

The engineer on Extra 3501 was dismissed because of "failure to fulfil form 19R train order at meeting point."

The company contended that the engineer had violated operating rule 88 which reads:—

At meeting points, trains must take the siding as herein prescribed unless otherwise provided. Between trains of the same class or between extra trains, the train in the inferior time-table direction must take the siding. . . . A train required to take siding for an opposing train must pull in when practicable. If necessary to back in the movement must first be protected as prescribed by rule 99.

The Railway further contended that it was "within its rights" in discharging the employee in the light of what it regarded as "glaring rule violations."

Statement of Facts (Employees): In their statement of facts, the employees said that "approaching Beaverton they (Extra 3501 North) were travelling at a speed of about 45 miles per hour when they observed the train order signal in STOP position, and (the engineer) immediately applied the brakes, reducing the speed of the train to about 35 miles per hour." The employees stated that as the engineer prepared to bring the train to a full stop, "he observed the signal had been changed to green indication." The fireman and brakeman confirmed this observation in the routine manner, and the brakes were released. The engineer then observed that the train order signal had changed "from green to yellow and yellow to red." When the engineer "moved his brake valve handle to service position (he) noticed there was no train line exhaust."

It was further stated by the employees that because the conductor had applied the emergency brake from the caboose it was impossible for the engineer to get a "full emergency application," and the collision followed.

It was the contention of the employees that while the engineer had erred in failing to read Order 19R No. 278 correctly, he should be reinstated on the basis of his past record of "31 years satisfactory service to the Railways."

Both parties to the dispute submitted further oral evidence.

The board referred the case "back to the interested parties for further consideration," because the "case was not properly progressed in accordance with the Board's regulations prior to its submission to the Board for hearing."

Case No. 590.—Canadian National Railways (Western Region) and the Brotherhood of Railroad Trainmen. The dispute concerned assessment of discipline of train crew "account of burned journal on C.N. 573952, at Giscome, December 8, 1947."

Joint Statement of Facts: Conductor and two trainmen left Prince George on December 8, 1947, with train consisting of five loads and caboose.

Following a stop at Giscome, a truck collapsed on the "second car behind engine, account journal failure on left rear wheel of front truck." The conductor and trainmen "were held responsible for the accident and each man was assessed with 15 demerit marks." The weather at the time was cloudy, calm and light snow had fallen during the preceding night.

The employees contended that when the car was inspected at Giscome, "it showed no signs of dope being in the journal box, the dustboard was all that was burning, and while endeavouring to set this car out it dropped on the rails."

It was further contended by the employees that "no sign of smoke or fire existed en route," and that despite the weather conditions, "it would have been possible to detect fire or smoke on this short train." The employees claimed "that the discipline assessed was not warranted in this case."

The company contended that the conductor noted "black smoke" from the box when the train was approaching Giscome, but "took no immediate action." The fireman and head end trainman "observed hot box just before train stopped." When the train stopped at Giscome, "it was found that journal was almost burned off." An attempt to put the car on a siding failed when the journal fell off.

The Railway stated that the crew had failed to make a sufficiently thorough inspection of their train in order to detect the hot box "in its early stage before damage occurred . . . and it is considered that the disciplinary measures taken were fully justified."

Both parties to the dispute presented further oral evidence.

The decision of the Board was "that the contention of the Employees be not sustained." However, the Board recommended

further consideration by the Railway "to the discipline assessed against the record of the front end brakeman. . . ."

Case No. 591.—Canadian National Railways (Western Region), *ex parte*, and the Brotherhood of Railroad Trainmen, *ex parte*. The dispute concerned discipline assessed against a conductor and two trainmen involved in an accident at Drumheller on April 21, 1948.

Statement of Facts (Railway): The train was cleared at Hanna, and received its orders. Conductor stated No. 810 was not included. The conductor delivered the orders to the engineer who read them, and then conductor gave them to trainman in caboose. No mention was made of No. 810.

Train left Hanna at 8:00K and collided with No. 810 at about 8:10K. Estimated speed at time of collision was 25-30 miles an hour. Several employees were injured on both trains and damage was extensive. Crew on Extra 2503 West were held entirely responsible and dismissed.

The railway contended that "this very serious accident was due to all members of the crew on Extra 2503 West overlooking the schedule for which failure they were dismissed from the service. There were no extenuating circumstances." The company contended that because of the "flagrant carelessness" of the crew the application should be declined.

Statement of Facts (Employees): The employees stated that "on April 21, 1948, at 8:10K, Extra West 2503 collided with train No. 810, at M.P.4.3, Drumheller Subdivision, Calgary Division."

It was contended by the employees that the "train crew overlooked and forgot the fact they had no order on No. 810, and departed from Hanna 8K, collision occurring 8:10K." The employees further contended that the train crew did not have a copy of the order showing that No. 810 was running six hours late. Because of flood conditions, "this crew had been off their assignment and used in work train service. This caused a change in their routine of work in this assignment."

The employees further contended that all members of the crew previously had good records and that "these men have been penalized sufficiently and should be returned to train service."

Both parties to the dispute presented additional oral evidence.

The Board decided "that the contentions of the Employees be not sustained."

Case No. 592.—Canadian Pacific Railway Company (Prairie Region) and the Order of Railway Conductors, *ex parte*, concern-

ing the assessment of discipline against the record of a sleeping car conductor, and a claim for compensation while held out of service.

Statement of Facts (Company): The company stated that the conductor was "on leave of absence to perform work in connection with his position . . . (with) . . . the Sleeping Car Conductors Organization." An investigation was held on April 14, 1949, in connection with three charges of having occupied space on a sleeping car "between Winnipeg and Toronto after having purchased only a sleeping car berth ticket reading from Kenora to Fort William;" and "having occupied sleeping car space between Montreal and Winnipeg—and particularly Drawing-room accommodation between Ottawa and Winnipeg— . . . knowing full well that . . . (he was) . . . not entitled to free Sleeping car space;" and "for working with a Sleeping Car Conductor in the matter of falsifying his reports to cover the last mentioned trip."

After investigation the conductor's record was assessed with 45 demerit marks.

The company contended that the conductor "as an experienced car conductor . . . was aware of the Company's regulations in regard to occupying space in a sleeping car without paying the regular tariff unless in possession of an order signed by the Company's Officer granting free accommodation."

The company further contended that all charges against the conductor "were proven at the hearing," and that the delay in holding the hearing "was on account of the local (Montreal) committee in asking for a postponement" of the hearing of the case of the other conductor involved. The company said that the conductor could have been dismissed, but his previous good record was taken into account and the company "had been most lenient in dealing with a dismissible offence."

Statement of Facts (Employees): The employees stated that the conductor "was granted leave of absence from 24K March 2, 1949 to 24K April 7, 1949, for the purpose of General Committee work, under the provisions of Article 17 (a) of the Agreement." When the conductor reported back to work on April 8, he "was forbidden to go out on his assignment and was suspended from service until May 2, 1949, a total of 24 days. Subsequently (his) record was assessed with (45) demerit marks." The employees had requested clearance of the conductor's record and full compensation which request was refused by the Company.

In their contention, the employees quoted Articles 17 (a) and 21 of the Agreement which state:—

Article 17 (a) of the Agreement reads as follows:

LEAVES OF ABSENCE

(a) Members of Employees' Committees will be granted leave of absence when required for Committee work, providing sufficient notice is given to Superintendent, and such leave of absence can be arranged so that the interests of the service will not suffer. Necessary transportation will be furnished.

Article 21 of the Agreement reads as follows:—

Discipline

No Conductor shall be disciplined or dismissed until his case has been investigated and he has been proven guilty of the offense against him, and decision rendered. He, however, may be held off such investigation for a period not exceeding five (5) days . . .

The employees also made the following contentions:—

1. That the conductor was not notified of the investigation until six days after his suspension.

2. That under the provisions of Article 17 (a) "the Company has no jurisdiction over members of Employees' Committees on leave of absence for the purpose of Committee work."

3. That as a passenger "on the trains in question he was not responsible for service matters. Company instructions regarding Car Conductors' duties read:—

It is the duty of Conductors to direct and receive passengers, assign seats and berths, make collection for and report all accommodation occupied in cars under their charge and to remit revenue collected therefor. . . .

The employees contended that the employee slept in the accommodation assigned to him by the Conductor and paid the amounts stipulated by him, and no further responsibility rested upon the passenger."

4. That the charge of helping the sleeping car conductor in "falsifying his reports" did not stand because the sleeping car conductor was not charged with "falsifying his reports," but with "failure to correctly report accommodation occupied."

5. That the "Employee was held off a total of 24 days," although "Article 21 of the Agreement places a five (5) day limit on the time a conductor may be held off for investigation."

6. The employee also contended "that the action of the Officers of the S.D. & P.C. Department in laying such charges against him . . . was more a personal matter due

to his activities as representative of the Canadian Pacific Railway Sleeping Car Conductors than a desire to enforce regulations."

Both sides in the dispute requested permission to submit further evidence.

In its general statement, the Board regretted "the introduction of the names of people who were not directly connected with the case."

The Board decided "that the contention of the employees be not sustained."

Case No. 593.—Canadian Pacific Railway Company (Prairie Region) and the Order of Railway Conductors, *ex parte*, concerning the assessment of discipline against a Sleeping Car Conductor and a claim for compensation while he was held out of service.

Statement of Facts (Company): The Conductor was "in charge of sleeping car "Turner," train No. 7 *ex* Montreal, March 16, 1949," and was charged with:—

Failure to correctly report accommodation occupied by (a) Sleeping Car Conductor . . . (on) train Number 7, between Montreal and Winnipeg 16-18, 1949.

The company stated that its investigation was adjourned at the request of the Conductor and the Employees' Committee. Following investigation, the Conductor's record was assessed with 15 demerit marks. The Railway refused a request to clear the employee's record and compensate him for time lost.

The Company contended that "the responsibility for the delay was entirely up to the Organization" and that the Employee had agreed to this.

It was also contended that the employee admitted he was familiar with the rules concerning employees "deadheading" (Rule Book, page 16, para. 3), and "Car Conductor's duties," (Rule Book, page 15, para. 1).

The Company further contended that it was the admitted intention of the Employee that the Conductor (see case 592 above) "occupy the drawing-room, complimentary and without collection of revenue."

The Company felt that there was "no possible justification for the Company compensating Conductor for time lost as any delay in conducting the investigation was entirely at the employee's request. The Company felt that the discipline assessed was "the minimum which could be applied in a case of such a serious nature."

Statement of Facts (Employees): In their statement of facts, the employees said that the Conductor left Montreal on Train No. 7 on regular assignment. His record

was assessed 15 demerit marks, and he was suspended for 19 days on the following charge:—

Failure to correctly report accommodation occupied by Sleeping Car Conductors . . . Train No. 7 between Montreal and Winnipeg, March 16/18, 1949.

The Employees contended that the conductor was "held out of service a total of 19 days in violation of Article 21" of the Agreement. The Employees also contended:—

1. That (the conductor) did not knowingly violate any Company regulations, as he considered (the passenger) entitled to free accommodation.
2. That "the extension of courtesies instituted by the Officers of the Department over a period of years, would also apply" . . . in this instance, and that there were "no instructions issued that a double standard prevails, i.e., one interpretation of Company regulations for the Officers and another for the Employees."
3. That the "investigation should have been held during his layover period as provided for in Article 21."

Both sides requested permission to submit further evidence to the Board.

The Board expressed its embarrassment "due to the introduction of names who were not directly connected with the case."

It was the decision of the Board "that the contention of the employees be not sustained."

Case No. 594.—Canadian Pacific Railway Company (Prairie Region) and the Order of Railway Conductors. A dispute regarding the application of Article 15 of the Agreement between the railway and its Sleeping Car Conductors and Parlour Car Attendants.

Joint Statement of Facts: Compensation was requested for a Sleeping Car Conductor of the Manitoba district for time lost because a Sleeping Car Conductor from the Alberta district was "used as Assistant Conductor, train number 2nd/3 ex Winnipeg to Calgary, September 14, 1949."

Article 15 reads as follows:—

Seniority districts

Atlantic and Eastern District—headquarters: Montreal.—All lines east of Montreal, Montreal to Toronto, Montreal to Winnipeg.

Ontario District—headquarters: Toronto.—Toronto to Ottawa, Toronto to Detroit, Toronto to Sudbury and Sault Ste. Marie, Toronto to Winnipeg.

Manitoba District—headquarters: Winnipeg.—Winnipeg to Calgary, Winnipeg to Edmonton.

Alberta District—headquarters: Calgary.—Calgary to Edmonton.

British Columbia District—headquarters: Vancouver.—Vancouver to Calgary.

A Conductor shall belong to the district on which his run originates.

The Employees contended that by Article 15, the Winnipeg district conductor should have been assigned to the train instead of the Alberta district conductor. The Conductor filed a claim "for the assignment compensation of 6 days' pay but this was refused by the Company."

The employees also contended "that the Company did not make the assignment in accordance with its commitments."

The Company contended that "it has always been the practice, ever since Sleeping Car Conductors have been operated, to return an available spare Conductor from an outside district to his home station in service, if required, instead of sending him back deadhead and using a spare Conductor from the seniority district for this extra work."

The Company also contended "that there is no justification for the claim of the employees, either on the basis of past practice or on the basis of the intent of the schedule rules governing working conditions."

Both sides requested permission to submit further arguments.

The Board said that it could not "find the existence of a clear defining rule to handle this situation," and it recommended further negotiations between the Company and employees to define the procedure to be followed.

Case No. 595.—Canadian National Railways (Western Region) and the Brotherhood of Railroad Trainmen. The dispute concerned the claim of two trainmen for payment for mileage lost, due to the train on which they were on duty being detoured.

Joint Statement of Facts: The trainmen were regularly assigned to passenger trains Nos. 3 and 4, between Vancouver, B.C., and Blue River, B.C. On April 29, 1948, the trainmen were members of train crew operating passenger train No. 4, Vancouver to Blue River, B.C. From Kamloops, an intermediate terminal, the train was detoured via C.P.R. to Regina, Sask., thence C.N.R. to Winnipeg. The trainmen were returned from Kamloops to Vancouver; the conductor and baggageman remained on duty and accompanied the train from Kamloops to Winnipeg.

The employees contended that the crew should not have been split at Kamloops, it being "neither the initial nor final terminal for the assignment," and quoted in support of their argument Rule 2, Article 5, of the B. of R.T. Schedule, which reads:

"When trainmen are called out, full crew governed by this schedule will be used." In this case, they held, the full crew would be constituted in accordance with the provisions of Article 1, Clause (g), reading: "One baggageman and two brakemen shall be employed on all passenger trains west of Edson."

Claim was made for actual mileage lost "due to not being allowed to continue on their assignment."

The company, in its statement, maintained that the provisions of the various schedule rules had been complied with. The detour of train No. 4 over the C.P.R. lines, Kamloops to Regina, had been found necessary because of a derailment and washouts at various points in the Alberta district—a condition over which the Railway had no control. C.P.R. train crews handled the detoured train over their own lines, Kamloops to Regina, and the trainmen "having no further service to perform on this particular trip" were ordered to return to their original terminal of Vancouver deadhead from Kamloops. The Company quoted Rule (44), Article 5, which states: "Trainmen assigned to regular trains will not be required to do other work than that to which they are regularly assigned, except in case of wrecks, when no other trainmen are available."

In view of there being no schedule rule to cover the method of payment to be applied in such a case, compensation was made on a continuous time basis, from the time of reporting for duty at Vancouver until arrival back at Vancouver, the Company explained—a method of payment "in accordance with the manner in which other trainmen had been compensated when turned short of their destination due to washouts."

The Railways contended that the trainmen had been "properly compensated."

Both parties to the dispute presented further written and oral evidence to the Board.

The Board ruled that "the contention of the employees be not sustained," but recommended that "under the circumstances in this particular case, and without creating a precedent," the employees be paid the mileage they would have earned had they operated to Blue River and returned to Vancouver.

Case No. 596.—Canadian National Railways (Western Region) and the Brotherhood of Railroad Trainmen, respecting the claims of a conductor and two trainmen for mileage and terminal time on work extra.

Joint Statement of Facts: In the joint statement of facts it was explained that the conductor and crew, in unassigned service working out of Calder Yard, Edmonton terminal, were called on August 4, 1946, to make a trip as an unassigned work train, Calder to Athabasca, Alta., to handle weed sprayer. The Railway approved payment for the trip in the amount of 217 miles, on the basis of 93 miles in each direction, plus 31 miles covering 2½ hours' time at Athabasca.

The employees submitted a claim covering road miles and delay on both trips in the amount of 248 miles, comprising 112 miles Calder to Athabasca, and 136 miles Athabasca to Calder. Claim was made on the basis of 100 miles terminal to terminal, or one tour of duty, under the provisions of Rule 1, Article 5, of the B. of R.T. Schedule: "100 miles or less, 8 hours or less, to constitute a day, in through and irregular freight, local freight, and mixed train service."

The employees' representatives contended that payment was not made in accordance with the Schedule rule.

The Railway held that the method of compensating conductors and trainmen in work train service is detailed in Article 4 of the current schedules and therefore Article 5, governing rates of pay and conditions for trainmen in all classes of service not otherwise specified in the schedule, is not applicable.

The Railway pointed out that Article 4 makes no reference to the payment of initial and final terminal delay, and does not restrict the ordering of crews in turn-around service when the mileage between the originating point and the turning point is less than 100 miles.

The Railway contended that the crew had been compensated in accordance with schedule rules and that there was "no merit in their claim."

The parties to the dispute presented additional written and oral evidence to the Board.

The Board decided that the contention of the employees be sustained.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing

Rubber and Its Products

TORONTO, ONT.—GUTTA PERCHA AND RUBBER, LIMITED, AND UNITED RUBBER, CORK, LINOLEUM AND PLASTIC WORKERS OF AMERICA, LOCAL 375 (OFFICE AND OTHER SALARIED EMPLOYEES).

Agreement to be in effect from February 17, 1950, to February 16, 1951, and thereafter subject to notice. The company agrees to re-open negotiations with respect to salaries, vacation plan and union relationship clauses, once during the life of the agreement on 30 days' notice, providing notice is not given before April 3, 1950. This agreement is similar to the one previously in effect between the Gutta Percha and Rubber, Limited, and United Office and Professional Workers of America, Local 195 (L.G., March, 1949, p. 298) with the following change:—

Check-off: the authorizations to deduct union dues, formerly on a voluntary and revokable basis, while still voluntary, are now subject to cancellation only during the last 7 days of the stated term of the agreement.

KITCHENER, ONT.—B. F. GOODRICH RUBBER COMPANY OF CANADA, LIMITED, AND THE UNITED RUBBER, CORK, LINOLEUM AND PLASTIC WORKERS OF AMERICA, LOCAL 73.

Agreement to be in effect from December 31, 1949, to December 30, 1950, and thereafter from year to year, subject to notice. The company recognizes the union as the sole bargaining agency for all eligible employees. There shall be no discrimination, coercion, or intimidation of employees in respect to union membership or authorization of union deductions.

Check-off: the company agrees to deduct monthly from the wages of all union members who so authorize their union dues and to remit same to the union; the authorization to deduct the dues shall be irrevocable during the life of this agreement unless revoked during the annual escape period of the last 9 days of March.

Two-year collective agreements are being negotiated in an increasing number in the various industries. Two such agreements, both containing provision for the setting of wage rates for the second year, are summarized below: in the agreement between the Steel Company of Canada Limited and United Steelworkers of America a straight increase of 5 cents per hour is provided for the second year of the agreement, while in the agreement between the Mason Contractors' Association of London, Ontario, and the Bricklayers, Masons and Plasterers' International Union of America any changes in the hourly wage rates for the second year are to be based on changes in the Dominion Bureau of Statistics' cost-of-living index.

Hours: tire division departments—8 per day, 40 per week; power house shift engineers—8 per day, 48 per week, other departments—either 8 or 9 per day, 45 per week. *Overtime:* time and one-half for work in excess of above hours and for work on Sunday or the alternative day off (in the case of power house engineers); double time for work on 8 specified *paid holidays*. The clauses regarding the hours of work for power house shift engineers and for "other departments" are closed for a period of 6 months from the effective date of the agreement and may be reopened thereafter by the union upon 30 days' written notice. However, the company shall have the right to establish normal weekly hours of less than 45 but not lower than 40 hours per week at any time after the effective date of the agreement; both parties agree that the normal weekly hours shall be so reduced before the first anniversary date of this agreement.

Vacations with pay: after one year's service one week, after 5 years' service 2 weeks and after 15 years' service 3 weeks; employees with less than one year's service will receive 2 per cent of their earnings from the date of their employment.

Wages: in a memorandum of agreement, dated February 8, 1950, the company and the negotiating committee of the union agree to a wage increase of 6½ cents per hour for hourly rated employees, the increase to become effective on February 3, 1950, contingent upon its acceptance by the union membership on or before February 12, 1950.

Night-shift differential: a night shift bonus of 3 cents per hour shall be paid for hours worked on the second shift and 5 cents for hours worked on the third shift on those operations which are considered to be operating on a 3 shift basis; for operations

which are considered to be operating on a 2 shift basis and the normal hours of which exceed 8 hours per shift 4 cents per hour extra shall be paid for hours worked on the second shift.

Provision is made for *seniority rights* and *grievance procedure*.

Pulp, Paper and Paper Products

POWELL RIVER AND STILLWATER, B.C.—
POWELL RIVER COMPANY LIMITED AND
INTERNATIONAL BROTHERHOOD OF PAPER
MAKERS, LOCAL 142, AND INTERNATIONAL
BROTHERHOOD OF PULP, SULPHITE AND
PAPER MILL WORKERS, LOCAL 76.

Agreement to be in effect from May 1, 1950; it may be opened for collective bargaining as to changes, upon notice on or before March 1 of any subsequent year. If negotiations, following such notice, break down either party may terminate the agreement after 10 days' notice. The company recognizes the unions as the only agencies representing all eligible employees. It will co-operate with the unions in obtaining and retaining members.

Union security: any employee who now is a member in good standing, or who becomes or is reinstated as a member of either union shall, as a condition of continued employment, maintain such membership in good standing.

Hours: 8 per day, a 44-hour week. *Overtime:* time and one-half for work in excess of above hours (except for tour workers when due to absence of mates or change of shifts) and for work on Sundays or the designated day off; double time and one-half for work on 5 specified *paid holidays*.

Vacations with pay: one week for employees—with one year's continuous service in which two-thirds of the full time hours have been worked or, if employed less than a year, if 1,500 hours have been worked; two weeks for employees who have qualified for 3 one-week vacations, and 3 weeks for those who have qualified for 15 one-week vacations; employees with less than one year's service or 1,500 hours work will be granted one-eighth of a day for each week of actual work.

Hourly wage rates for certain classes: Wood preparing: slip crew—boom men \$1.25; outside crew—"Pup" operator \$1.37, "Blue Devil" operator \$1.33, boom men, utility man \$1.28; piledriver crew—engineer, boom men \$1.37; hydraulic barker (large)—cutoff saw operators \$1.22, barker operators \$1.53, log transfer operators \$1.16, spudders \$1.12, jeep driver \$1.22, hand barker \$1.16; chipping plant—chipper operators \$1.28, chip screen tenders \$1.20, knife grinder \$1.22 and \$1.27; sawmill—log deckmen \$1.19, sawyers \$1.89 and \$1.99, setters \$1.27 and \$1.30, doggers \$1.20, edgermen \$1.31 and \$1.40; slashermen, hog operators, lumber stopman \$1.14; filer, head \$2.24, second \$1.61, third \$1.48; trimmerman \$1.33. Groundwood—jiggermen, stone sharpener, screen tenders \$1.30, grindermen \$1.22. Sulphite—cooks \$1.63, acid makers \$1.33, blowpit operators, wet machine operators, chip bin men \$1.14, screen service men, limerock tovermen \$1.16. Kamy pulp machine—machine operators \$1.50, assistant operators and testers \$1.26, cuttermen and balers \$1.20. Beater rooms—beater engineers \$1.53, mixing tankmen \$1.18, beatermen, cleaners \$1.12, mixing machine

operators \$1.31 and \$1.36, clay mixer \$1.14. Paper machines—machine tenders \$1.93 to \$2.56, back tenders \$1.72 to \$2.32, windermen \$1.46 to \$1.86, fourth hands \$1.25 to \$1.49, fifth hands \$1.20 to \$1.33, broke hustlers \$1.12 to \$1.23, broke beatermen \$1.12. Building division—carpenters \$1.16 to \$1.53, painters classes D to B \$1.16 to \$1.40 (spray painters 8 cents extra), tile setter \$1.53, roofer, bricklayer, plasterer \$1.40, steelman \$1.38, cement finisher \$1.30. Electrical—switchboard operators \$1.53, substation operator \$1.37, wheel tenders \$1.27, electricians \$1.16 to \$1.53. Mechanical—millwrights, machinists, welders, tinsmiths, pipefitters \$1.16 to \$1.53, tool clerk \$1.22, oilers \$1.16 to \$1.26. Where such an arrangement now exists, women will be paid in accordance with existing rates provided, however, that the period between the hiring and attainment of full rate shall not exceed 3 months and the difference between the hiring rate and the job rate shall not exceed 5 cents.

A *night shift differential* of 5 cents per hour will be paid for all work performed during the second half of the second shift and during all of the third shift.

Provision is made for *seniority rights*, *grievance procedure* and the *safety* of employees.

PORT ALBERNI, B.C.—BLOEDEL, STEWART AND WELCH LIMITED (PULP MILL DIVISION) AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, LOCAL 592.

Agreement to be in effect from May 1, 1950; it may be opened for collective bargaining as to changes, upon notice on or before March 1 of any subsequent year. If negotiations, following such notice, break down either party may terminate the agreement after 10 days' notice. This agreement is similar to the one between Powell River Company Limited and International Brotherhood of Paper Makers and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, summarized above, except that it does not contain provisions for the maintenance of membership in the union.

Hourly wage rates for certain classes: Operating: machine room—machine tender \$1.69, backtender \$1.43, balerman, scalemen \$1.20, tester, inspector \$1.26; digesters, washers, screens—cooks \$1.43, cook's helper \$1.14, chip silo men \$1.12, screen tender \$1.20, washer operator \$1.24; causticizing and lime plant—caustic room operator \$1.30, lime kiln operator \$1.28; recovery plant—shift engineers \$1.58, firemen, evaporator operators \$1.31, lanceman \$1.18, spoutman \$1.14, utility man \$1.12; yard and general—truck driver, crane operator \$1.28, labourer \$1.12, clean-up employees \$1.16; chipper mill—cranemobile operator \$1.28, cranemobile swamper, loading deck, screen tender \$1.16. Mechanical—pipefitters, millwrights, welders, machinists \$1.16 to \$1.53, helpers \$1.12, mechanics "A" \$1.58, watchmen \$1.14.

WOODFIBRE AND PORT ALICE, B.C.—BRITISH COLUMBIA PULP AND PAPER COMPANY LIMITED AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, LOCALS 494 AND 514.

Agreement to be in effect from May 1, 1950; it may be opened for collective bargaining as to changes, upon notice on or

before March 1 of any subsequent year. If negotiations following such notice break down either party may terminate the agreement after 10 days' notice. The clauses of this agreement, other than the wage scale, are similar to the clauses in the agreement International Brotherhood of Pulp, Sulphite and Paper Mill Workers, summarized above; the wage scale has not been received.

Metal Products

HAMILTON, ONT.—THE STEEL COMPANY OF CANADA LIMITED (HAMILTON AND ONTARIO WORKS) AND UNITED STEELWORKERS OF AMERICA, LOCAL 1005.

Agreement to be in effect from April 1, 1950, to April 1, 1952, and for a further period of one year unless 60 days' notice is given prior to the expiration date of the agreement. The company recognizes the union as the certified collective bargaining agency for all hourly and production employees with certain exceptions. There shall be no discrimination or intimidation by reason of any activity or lack of activity of any employee with respect to union affairs or membership.

Check-off: the company agrees to deduct from the pay of all employees who so authorize monthly union dues and to remit same to the union; the authorization is not revocable during the life of the agreement. However, all employees, hired on or after May 8, 1950, except students temporarily employed, will be required, as a term of their employment, to assign to the union through payroll deductions an amount equal to the monthly union dues.

Hours: 8 per shift 5 days a week, a 40-hour week. The work pattern is 5 consecutive work days which may begin on any day of the calendar week. **Overtime:** commencing with the calendar week which includes June 1, 1950, time and one-half shall be paid for all work in excess of 8 hours in any 24 consecutive hours (except in shift change-over) and in excess of 40 hours per week. Prior thereto, overtime rates of time and one-half were to continue to be paid for the hours worked in excess of 44 hours per week in accordance with the provisions of the agreement previously in effect. Double time will be paid for work on 8 specified *paid holidays*, provided the employee works throughout the scheduled shifts immediately preceding and following such holidays; otherwise, he will be paid time and one-half.

Vacations with pay: one week to employees with one year's continuous service, 2 weeks to employees with 3 or more years' service and 3 weeks to employees with at least 25 years' service; employees with 3 months' but less than one year's service will be paid on a *pro-rata* basis. A deduction of one day from the vacation period and pay will be made for each unjustifiable absence in excess of one day in any calendar month.

Wages: the company agrees to pay and the union agrees to accept the wage rates (hourly, tonnage and piece-work) in effect immediately prior to the date of this agreement plus an increase of 8 cents per hour worked, such increase to become effective as of April 1, 1950; an additional increase of 5 cents per hour worked will become effective as of April 1, 1951.

Provision is made for an *apprenticeship plan, grievance procedure, seniority rights and the health and safety of employees.*

Non-metallic Minerals and Chemicals

TORONTO, ONT.—TORONTO PAINT AND VARNISH WORKS (CANADIAN INDUSTRIES LIMITED) AND CANADIAN CHEMICAL DIVISION, DISTRICT 50, UNITED MINE WORKERS OF AMERICA, LOCAL 13,037.

Agreement to be in effect from November 22, 1949, to November 21, 1950. Either party may on 10 clear days' notice require the other party to enter into negotiations for the renewal of the agreement within the period of 2 months prior to the expiry date. The company recognizes the union during the term of this agreement as the exclusive bargaining agent in respect of wages, hours, seniority, grievance procedure, etc. for all eligible employees.

Check-off: the company agrees to deduct monthly union dues from the wages of employees who so authorize, during the term of the agreement or until authorization is cancelled and to remit same to the union. An amendment to the agreement, dated February 27, 1950, provides that the authorization may not be revoked except during the 2 weeks' period immediately preceding the anniversary of the effective date of the agreement.

Hours: for regular day workers, night mechanics and cleaners 9 per day on 4 days and 8 hours on a fifth day of each week; for shift workers 8 hours per day Monday through Friday, 4 on Saturday; for watchmen and shift engineers 8 hours per day, 6 days per week. **Overtime:** time and one-half shall be paid for all hours worked in excess of the normal daily hours, double time for work on an employee's regularly assigned "day of rest" and on 8 specified *paid holidays*.

Rest periods of 15 minutes and 10 minutes shall be allowed employees on day shift or day work and 2 periods of 10 minutes each shall be allowed employees on the night shift.

Hourly wage rates: laboratory—serviceman, viscosity tester \$1.01, lab. tester \$1.07, technician \$1.14; mixing and grinding—grinder, paste mixer \$1.22, varnish blender \$1.14; pyroxylin—elevator operator \$1.01, serviceman \$1.07, lacquer and thinner maker, gum cutter \$1.14; reducing and tinting—reducer \$1.14, tinter, small batch \$1.22, large batch \$1.30; varnish—kettle loader, reducer \$1.22, kettleman \$1.30; specialists, lye vat and drum preparation—packer 91 cents, serviceman, drum cleaner and trucker \$1.01, lye operator \$1.07, specialties operator \$1.14; filling—labeller, lid stamper 91 cents, label distributor 96 cents, carton stitcher, service stockkeeper \$1.01, machine labeller, multigrapher, bulk stockkeeper, filler \$1.07; warehouses—truckers \$1.07 and \$1.14, elevator operator \$1.01, distributor \$1.07, shipper \$1.14; mechanical—matron 91 cents, plant cleaner, gateman \$1.01, maintenance stockkeeper, watchman, mechanic's helper \$1.07, mechanic improver, oiler, painter \$1.22, shift engineer \$1.30, mechanic, welder, electrician, carpenter, machinist \$1.35. The above rates represent an increase of 6 cents per hour over the rates previously in effect.

A *shift premium* of 5 cents an hour will be paid for all shift work which begins at or after 3 p.m. and before 3 a.m.

Provision is made for *seniority rights and grievance procedure.*

Construction

Buildings and Structures

SAINT JOHN, N.B.—SAINT JOHN BUILDERS EXCHANGE AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1386.

Agreement to be in effect from May 1, 1950, to May 1, 1951, and thereafter from year to year, subject to notice. The employer agrees to employ as carpenters only members of the union so long as the union can furnish them. If the union is unable to do so its members shall not cause any stoppages of work and shall work along with non-union men until satisfactory unemployed union men are available.

Hours: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week. **Overtime:** time and one-half for the first 4 hours in excess of above hours; double time thereafter and for work on Sundays and on 8 specified holidays. Where it becomes necessary to work other than the regular hours (exclusive of overtime and holidays) and in the case of 2 or more shifts being employed the rate for the second and subsequent shifts shall be 8 hours' pay for 7 hours' work.

Wage rate: the established rate for journeymen shall be \$1.10 per hour. In addition, there shall be a *cost-of-living bonus* if the cost-of-living index for the Saint John area, as computed by the Bureau of Statistics, advances 4 points from the index figure of May 1, 1950. The bonus shall be computed on the basis of 25 cents per week per point, adjustments to be made quarterly.

Transportation: all employees shall provide their own transportation within the area served by the local transportation system; men travelling by foot in excess of one-half mile beyond the end of the transportation service shall be entitled to travelling time at the rate of 3 miles per hour for such excess distance only.

Provision is made for *grievance procedure*.

KINGSTON, ONT.—THE MASTER PLUMBERS ASSOCIATION OF THE CITY OF KINGSTON AND UNITED ASSOCIATION OF JOURNEMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL 221.

Agreement to be in effect from June 1, 1950, to December 31, 1950, and thereafter from year to year, subject to notice.

Hours: 8 per day between 8 a.m. and 5 p.m. Monday through Friday, a 40-hour week. No work shall be done after the regular working hours, unless it is absolutely necessary. **Overtime:** time and one-half for work done in excess of above hours up to 12 midnight; double time for work performed between 12 midnight and 8 a.m. and on Saturdays, Sundays and 7 specified holidays, except that emergency work done on Saturday morning may be paid for at the rate of time and one-half up to 12 noon. If to finish a repair job on a regular working day will not take longer than one hour, same may be done at the regular hourly rate.

Minimum hourly wage rate for journeymen shall be \$1.40.

Out-of-town work: men working out of Kingston shall have their board and transportation paid, travelling time to be paid between the hours of 8 a.m. and 5 p.m.

Provision is made for the *adjustment of grievances*.

LONDON, ONT.—THE MASON CONTRACTORS' ASSOCIATION, MASTER MASONS, AND BRICKLAYERS, MASONS AND PLASTERERS' INTERNATIONAL UNION OF AMERICA, LOCAL 5.

Agreement to be in effect from May 1, 1950, to April 30, 1952. Three months prior to its expiration the Board of Arbitration shall meet to consider its renewal or amendment.

The employers shall employ only members in good standing in the union or those who are competent and willing to become members, giving preference to local members. No member of the union shall work for any contractors who have not endorsed this agreement, nor on the construction of any building where the foundation has been built of brick, stone or cement blocks by non-union labour. The terms of the agreement shall not deny bricklayers or masons the right to work for *bona fide* building construction companies, general contractors, or municipal, provincial or dominion works, subject to the approval of the joint arbitration board and the executive board of the union; however, no union member shall work for any commercial company, private individual or contractors as mentioned above who have not endorsed the agreement unless he receives \$2.10 per hour.

Hours: 8 per day between 8 a.m. and 5 p.m. Monday through Friday, a 40-hour week. **Overtime:** time and one-half for work in excess of above hours up to midnight, double time thereafter and for all work done on Saturdays, Sundays and on 7 specified holidays. Where it is desired to work 2 or 3 shifts the first two shall work 7½ hours and the third 7 hours and shall be paid for 8 hours. Where only one shift is required after 5 p.m. this must be paid at the rate of time and one-half.

November 11 of each year shall be declared a general holiday.

Minimum wage rate: \$1.80 per hour plus 4 per cent vacation pay. The wage rate of \$1.80 per hour and the *cost-of-living* index of 161.6, established by the Dominion Bureau of Statistics as of February 1, 1950, shall be the basis for the hourly rate to be established for 1951: for every 5 points increase or decrease in the cost of living the hourly wage rate shall be increased or decreased 5 cents; there will be no change in rate if the cost of living does not fluctuate over 5 points.

Apprentices: the members of the employers' association may upon taking up the matter of being allowed an apprentice every 2 years have same adjusted.

Travelling time allowance shall be established at 5 cents per mile, employers to provide transportation.

FORT WILLIAM, ONT.—THE LAKEHEAD BUILDERS EXCHANGE (GENERAL CONTRACTORS' DIVISION) AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1669.

Agreement to be in effect from April 1, 1950, to March 31, 1951, and thereafter from year to year, subject to notice.

Union security: the employer agrees to hire as carpenters only members of the union so long as the union is able to furnish

them. After 48 hours' notice to the union the employer is free to hire journeymen from any other source. All eligible employees shall become members of the union after 15 days and shall remain members in good standing so long as they are employed by the employer. If a lay-off occurs union members shall be given preference of employment over non-union employees.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for the first 4 hours in excess of the above daily hours; double time thereafter and for work on Saturdays, Sundays and on 7 specified holidays (Armistice Day to be added if declared a holiday by an act of parliament), except that the first 4 hours on Saturday shall be allowed at time and one-half to permit the pouring of concrete only. There shall be an 8-hour break at all times after 16 hours. Where two or more shifts are worked the second or third shift shall carry the rate of time and one-seventh. The employer may obtain from the business agent of the union a permit for a 44- or 48-hour week providing the job is at least 30 miles from the Lakehead.

Vacations with pay: one week to be covered by 2 per cent of gross earnings.

Minimum hourly wage rates: journeymen carpenters \$1.50; carpenter foremen shall be paid at least 10 cents extra; fourth year helper \$1.36.

Apprentices: all helpers under the rating of fourth year shall be indentured apprentices. The number of helpers on the job shall be limited to one helper for each 3 journeymen employed.

Transportation: Lakehead men sent to jobs out of town shall have their transportation to and from the job paid. Time spent travelling shall be paid for at the regular rate, 8 hours for each day. Board and lodging are to be paid by the employer. On jobs outside the city carfare zone transportation is to be provided and travelling time to be allowed to and from the job. In going to work outside the city limits of Port Arthur and Fort William and returning daily the employer shall pay any extra transportation charges over the city carfare and, in addition, a travelling time allowance of 6 cents per mile from the city limits to the job and return; this applies to an area within 10 miles of city limits.

REGINA, SASK.—THE REGINA MASTER PLUMBING AND HEATING CONTRACTORS AND UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL 179.

Agreement to be in effect from May 1, 1950, and to remain in effect from year to year, subject to 60 days' notice prior to February 1. Employers shall give members of the union, or men willing and eligible to become members, preference in employment. Likewise, members of the union agree to work for recognized shops only, and to give preference to employers having an agreement with the union.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for work performed between 5 p.m. and 10 p.m. Monday through Friday and on Saturday mornings up to 12 noon; double time for work between 10 p.m. and 8 a.m. Monday through Friday, between 12 noon and 12 midnight on Saturdays and for all

work on Sundays and on 8 specified holidays. Where 2 or more shifts are worked the night shifts shall work only 7 hours on each shift and shall be paid at the rate of one and one-seventh times the regular rate.

Minimum hourly wage rate shall be \$1.55.

Apprentices are limited to one to each three journeymen employed at either trade and in no case shall a helper be permitted to work with a journeyman in preference to a registered apprentice.

Out-of-town work: employees required to work outside the city area shall be provided with transportation to and from such work. Meals and sleeping accommodation shall be provided by the employer up to \$25 per week. Travelling time shall be paid for at the regular rate and not more than 8 hours' pay in any 24-hour period.

RED DEER, ALTA.—CERTAIN BUILDING CONTRACTORS AND THE AMALGAMATED BUILDING AND CONSTRUCTION WORKERS OF CANADA, LOCAL 27 (CCL).

Agreement to be in effect from May 11, 1950, to May 10, 1951, and thereafter from year to year, subject to 60 days' notice.

Union security: only union members shall be employed so long as they are available to the employer. During the life of the agreement all present union members shall maintain their membership as a condition of employment; new employees affected by the agreement must apply for membership in the union.

Hours: 8 per day 5½ days, a 44-hour week; no work shall be performed between 12 noon Saturday and 8 a.m. Monday, except where safety to life and property makes it necessary. **Overtime:** time and one-half for work in excess of above hours; double time for work on Sundays and on 9 specified holidays. No work shall be performed on Labour Day. In case of necessity, shift work may be allowed provided shifts continue for 3 consecutive nights and are run in addition to the regular shifts. Night shifts shall be paid for at the rate of 8 hours' pay for 7 hours' work.

Vacations with pay shall be allowed as presently provided by the provincial legislation.

Minimum hourly wage rates shall be \$1.46; all carpenters in charge of work shall be paid not less than \$1 per day extra.

Out-of-town work: on jobs away from home, where a carpenter is hired at home, two way transportation charges plus sustenance shall be provided by the employer. Travelling on working days only is to be paid for at the rate of 8 hours in each 24.

Apprentices shall be employed in accordance with the provisions of the Alberta Apprenticeship Act; all apprentices shall be registered with the union.

Service

Professional

SASKATOON, SASK.—ST. PAUL'S HOSPITAL (THE SISTERS OF CHARITY OF THE NORTH WEST TERRITORIES) AND THE BUILDING SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 287.

Agreement to be in effect from April 1, 1950, to March 31, 1951. The employer recognizes the union as the sole bargaining agent for all eligible employees.

Union security: all employees who are, or who subsequently become members of the union, shall maintain their membership as a condition of their employment. New employees shall, within 30 days after the date of their employment, apply for and maintain membership in the union. *Check-off:* the company agrees to deduct union dues monthly from the pay of employees who so request, until such request is withdrawn, and to remit same to the union.

Hours: 8 per day, 44 per week; where conditions are more favourable at the date of this agreement, no change shall be made. Working hours of any employee to be arranged by the Sister or Superintendent in charge. *Overtime:* time and one-half for work in excess of 44 hours per week. A rest period of 10 minutes shall be provided each afternoon for all employees covered by the agreement.

Statutory holidays: employees shall be entitled to any 9 out of 13 specified holidays as determined by the management in each year. Employees required to work on any one of the 9 holidays to which they are entitled will be given a day off with pay in lieu thereof.

Vacations with pay: after 6 months' service one week, after one year's service 2 weeks, after 3 years' service 3 weeks.

Monthly wage rates: maintenance staff—engineers, second class certificate \$150 to \$165, third class certificate \$130 to \$160; orderly department—orderlies employed previous to April 1, 1949: head orderly \$150, operating room orderly \$145, others \$130 to \$140; orderlies employed after April 1, 1949: first 3 months \$95, 3 to 6 months \$100; 6

months to one year \$110, after 1 year \$140; painters \$150 to \$185, helper \$110 to \$140; carpenters \$150 to \$190, helper \$110 to \$140; utility staff (male)—gardener \$150, cleaner, kitchen helper, truck driver \$130, utility man \$135; laundry—head man \$165, laundry man, first \$135 to \$140, second \$110 to \$130; storekeeper \$130 to \$145; laboratory helpers (male) \$110 to \$130; maids, seamstress, etc., first 6 months \$91, after 6 months \$92.50 plus \$3 bonus, after 1 year \$95.50 plus \$5 bonus, after 2 years \$100 plus \$5 bonus; medical record librarian (graduate) \$120 to \$145; uniform maker \$91 to \$145; experienced bookkeeper \$100 to \$135, switchboard operator, clerks, etc., \$95 to \$115; cooks, first class \$140 to \$170, second class \$120 to \$135, pastry cook \$120 to \$135. All present employees who have been employed 6 months, or on completion of 6 months' service, except maids and few other employees, are to receive a bonus of \$10. A further increase of \$10 is granted to the engineers and firemen and an increase of \$5 to all other male employees.

Sick leave with pay: after 3 months' service employees shall be entitled to full pay for 12 working days a year; sick pay credit shall be cumulative to a maximum of 60 days.

The management will enter into deliberations with representatives of the union with the view to establishing a superannuation plan and a plan whereby the employees and their dependents will receive medical and hospital service at a nominal fee.

Provision is made for *grievance procedure*, *seniority rights* and the setting up of a *Labour-Management Committee*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement and the amendment of ten others. These include in addition to those summarized below, the amendment of the agreement for barbers and hairdressers at Quebec published in the *Quebec Official Gazette* of May 27; the amendment of the agreements for barbers and hairdressers at Victoriaville, and at Sherbrooke in the issue of June 3, and at St. Hyacinthe, and at Hull in the issue of June 17.

Requests for the amendment of the agreements for the building trades at Quebec and for the men's and boys' clothing industry in the province were published May 27, for the fine glove industry in the province and for barbers and hairdressers at Three Rivers were gazetted June 3, for the building trades at Hull and for printing trades at Chicoutimi in the issue of June 10. A request for a first agreement for the glass processing industry at Quebec and requests for amendments to the agreements for the building trades at Sorel, at Three Rivers, and at St. Hyacinthe, for the furniture industry in the province, and for retail

stores in Quebec were gazetted June 17. A request for the amendment of the agreement for the printing trades at Quebec was published in the issue of June 23.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Mining

Non-ferrous Smelting and Quarrying

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.

See below under "Manufacturing: Non-metallic Minerals, Chemicals, etc."

Manufacturing

Fur and Leather Products

WHOLESALE FUR INDUSTRY, MONTREAL.

An Order in Council, dated June 14, and gazetted June 23, extends the term of the previous Orders in Council for this industry (L.G., March, 1947, p. 368; June, 1948, p. 619, Dec., p. 1421; May, 1949, p. 604; March, 1950, p. 345; July, 1950, p. 1051, and previous issues) to August 31, 1950.

Metal Products

SHEET METAL MANUFACTURING, MONTREAL.

An Order in Council, dated May 17, and gazetted May 27, makes obligatory the terms of a new agreement between The Builders' Exchange Inc., Sheet Metal Fabricating Section and The Sheet Metal Workers International Association, Local No. 116. Agreement to be in effect from May 27, 1950, until March 1, 1951. It repeals the agreement previously in effect and all its amendments.

This agreement is similar to the one previously in effect and published in the LABOUR GAZETTE issue of August, 1949, p. 987, with the following exceptions:—

Minimum hourly wage rates are increased by 5 cents per hour in most cases and are as follows: sheet metal mechanic \$1.20; assistant-foreman \$1.32; charge hand, welder (class A), toolmaker \$1.27; machinist mechanic \$1.22; welder (class B), blacksmith \$1.16; painter \$1.14; buffer and polisher (class A) \$1.10; welder (class C), machinist, assembler and specialist \$1.05; spray painter \$1; machine operator 99 cents; production welders from 83 cents per hour in the first 6 months to 99 cents in the fourth 6 months, when they become eligible for class C, if they qualify; apprentices 61 cents plus 5 cents per hour increase each 6 months of continuous service; boys (16 to 18 years of age) 56 cents plus 5 cents per hour each 6 months of continuous service until their nineteenth year when they shall be classified and paid as helpers. Rates for production workers, truck drivers, stock and storekeepers, warehousemen (shipping and receiving) are increased from 78 cents to 85 cents per hour and for helpers from 72 cents to 80 cents. Night shift differential 5 cents per hour extra.

Vacation: after one year's service (as at May 1), one week with pay based on 2 per cent of employee's actual wage rate at the time of vacation (previously at April 30); after 5 years' service (as at May 1), 2 weeks with pay based on 4 per cent of employee's actual wage rate at the time of vacation (previously at April 30). In both the foregoing instances the actual wage rate to be multiplied by the number of hours worked (excluding overtime) during the preceding 12 months. Vacation shall be taken between May 1 and September 30, unless subject to mutual agreement between the employees and employers, an employee takes his vacation after September 30.

Non-metallic Minerals, Chemicals, Etc.

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated May 31, and gazetted June 17, amends the previous Order in Council for Part II of this agreement which applies to the *stone industry* and Part III which governs the *marble industry* (L.G., June, 1950, p. 872).

Minimum hourly wage rates in the stone industry for the province: the classification stone cutter \$1 per hour is added to the wage scale previously summarized. (This rate represents an increase of 10 cents per hour over that which was formerly in effect.)

Minimum hourly wage rates for the marble industry in zone I: the rate for helpers and labourers previously indicated as 88 cents per hour is replaced by the rate 85 cents per hour.

Construction

BUILDING TRADES, CHICOUTIMI.

An Order in Council, dated May 17, and gazetted May 27, amends the previous Orders in Council for this industry (L.G., Jan., 1948, p. 51, April, p. 334, Aug., p. 872; Aug., 1949, p. 987, and previous issues) by providing that road operations carried out on behalf of any department of the Provincial Government, already governed by the Fair Wage Schedule, are not governed by the present agreement.

BUILDING TRADES, ST. HYACINTHE.

An Order in Council, dated June 14, and gazetted June 23, amends the previous Orders in Council for this industry (L.G., July, 1947, p. 1002, Sept., p. 1308; May, 1948, p. 488; Oct., 1949, p. 1247; Feb., 1950, p. 209, and previous issues).

This amendment provides that permanent employees or maintenance men in manufacturing or industrial establishments who benefit by a labour hiring contract for a minimum period of 6 months are not governed by the provisions of the present agreement.

Trade

DAIRY EMPLOYEES, QUEBEC AND LÉVIS.

An Order in Council, dated May 24, and gazetted June 3, amends the previous Order in Council for this industry (L.G., July, 1949, p. 877).

Territorial jurisdiction comprises the cities of Quebec and Lévis and the municipalities included in a radius of 10 miles (previously 5 miles) from their limits.

Overtime and holidays: as previously in effect, no deduction may be made from the wages of an employee on account of religious and other holidays; the rate for overtime and work on Sundays and 6 religious holidays remains at time and one-half; the number of other holidays for which double time is payable is increased from 2 to 4.

Minimum weekly wage rates: rates for certain classes of employees represent increases ranging from 70 cents to \$1.40 per week and are as follows:—service men \$26 to \$34; salesmen on milk delivery \$20 per week plus 3 per cent commission on sales, except butter and cream for which commission is also specified, with a guaranteed minimum of \$25 per week (commission and guarantee

remain unchanged from that which was previously in effect); delivery man (ice cream) \$32 per week. Rates for the following classes of employees remain unchanged from those previously in effect:—foreman, tester and foreman \$41.80; tester only (not foreman), shipper \$34.10; production worker

\$33; ice cream salesmen \$30.80; helper (ice cream delivery man's) \$19.80; occasional employee 7½ cents per hour.

Severance pay: any employee who leaves or is dismissed after 6 months of service will receive a cash indemnity equivalent to 3 days' wages.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During May

(1) *Works of Construction, Remodelling, Repair or Demolition*

During the month of May the Department of Labour prepared 137 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 115 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates."

(2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Agriculture.	2	\$ 157,731.45
Canadian Commercial Corporation.	7,602	26,036,993.50
Post Office.	11	149,145.24
Public Works.	2	30,620.05
R.C.M.P.	2	6,751.80

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING MAY

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Dartmouth, N.S.	Patching and repairing joints of concrete parking areas and turning buttions, R.C.N. Air Station.	Municipal Spraying & Contracting Ltd., Halifax, N.S.	\$ 13,200 00	Feb. 21, 1950
Renous, N.B.	Installation of water distribution system, R.C.N. Magazine	Hanson Construction Ltd., Fredericton, N.B.	28,665 00	Jan. 24, 1950
Quebec, P.Q.	Installation of kitchen equipment, the Citadel.	Geo. R. Prowse Range Co. Ltd., Quebec, P.Q.	6,300 00	Jan. 19, 1950
St. Hubert, P.Q.	Repairs to sliding doors of hangars 1, 2, 3, and 4, R.C.A.F. Station.	Richards-Wilcox Canadian Co. Ltd., Montreal, P.Q.	15,007 00	May 11, 1950
Valcartier, P.Q.	Installation of complete air conditioning equipment in Building No. 64 at Dept. of National Defence (Defence Research Board), Canadian Armament Research and Development Establishment.	J. A. Y. Bouchard Inc., Quebec, P.Q.	3,560 00	June 6, 1950
Aurora, Ont.	Repairs and alterations to the Armoury.	Roy W. Keffer, Newmarket, Ont.	30,788 00	Dec. 27, 1949
Centralia, Ont.	Construction of a permanent gravel wall well at R.C.A.F. Station.	International Water Supply Ltd., London, Ont.	10,000 00	June 8, 1950
Fort Frances, Ont.	Erection of gun shed and garage building required for reserve force purposes.	Maple Leaf Construction Ltd., Winnipeg, Man.	22,398 00	Jan. 9, 1950
Gloucester, Ont.	Erection of one (1) 50,000 U.S. gallons steel water tank and tower, Naval Radio Station.	Horton Steel Works Ltd., Toronto, Ont.	20,825 00	Dec. 30, 1949
Hamilton, Ont.	Installation of a new steam heating system, etc., in the St. James Armoury.	Cope Construction Co., Hamilton, Ont.	45,300 00	Nov. 15, 1949
Ottawa, Ont.	Installation of air conditioning system in the office and Board Room of the Minister of National Defence at National Defence Headquarters.	Edge Ltd., Ottawa, Ont.	5,849 00	Feb. 15, 1950
Camp Sarcee, Alta.	Complete construction and finishing of a class 40 wood pile bridge across the Elbow River.	Square M. Construction and Equipment Ltd., Edmonton, Alta.	9,222 84	May 26, 1950
Boundary Bay, B.C.	Patching holes and seal coating roads at Vancouver Wireless Station.	Williams & Carrothers Ltd., Vancouver, B.C.	4,200 00	Mar. 1, 1950
Esquimalt, B.C.	Regrading and repaving of road, H.M.C. Dockyard.	Victoria Paving Co. Ltd., Victoria, B.C.	7,610 00	Feb. 4, 1950
Kamloops, B.C.	Construction of concrete retaining walls with excavation and backfill, in rear of Buildings No. 8, 20, 21 and 22, Royal Canadian Navy Magazine.	Taylor & Son Ltd., Kamloops, B.C.	9,880 75	Feb. 8, 1950
Central Mortgage and Housing Corporation				
Summerside, P.E.I.	Installation of power distribution system, street lighting, power service to houses and fire alarm system.	Stirling Electric, Saint John, N.B.	11,500 00	April 24, 1950
Summerside, P.E.I.	Installing tune pipes to gas water heaters.	Sumner Co. Ltd., Moncton, N.B.	1,190 10	*
Greenwood, N.S.	Landscaping.	Rosehall Nurseries Ltd., Brantford, Ont.	20,700 00	*
Chatham, N.B.	Hardsurfacing roads, pathways and parking areas.	Municipal Spraying & Contracting Ltd., Halifax, N.S.	8,597 95	May 1, 1950
Chatham, N.B.	Shale rock fill for road bed.	William Kerr, Jr., Chatham, N.B.	1,350 00	*
Moncton, N.B.	Installation of power distribution system, street lighting, power service to houses and fire alarm system.	Stirling Electric, Saint John, N.B.	9,150 00	*
Aylmer, P.Q.	Construction of (200) basements.	Frank Matthews, Amherst, N.S.	248,000 00	Mar. 28, 1950
Hull, P.Q.	Installing concrete house sidewalks.	E. R. Tremblay, Ottawa, Ont.	2,805 60	*
Montreal, P.Q.	Installing foundations and relocating double woodsheds.	Josephat Loiselle & Sons, Embrun, Ont.	32,308 00	April 12, 1950
Montreal, P.Q.	Exterior painting 16 buildings (Benny Farm).	Planned Renovators Co., Montreal, P.Q.	13,937 20	*
Montreal, P.Q.	Repainting (100) houses.	Damase Cote, Montreal, P.Q.	6,980 00	May 5, 1950
Montreal, P.Q.	Exterior painting of (10) buildings, Villenay Terrace.	Dougal Painting Contracting Co., Ltd., Montreal, P.Q.	5,975 00	May 3, 1950
Montreal North, P.Q.	Installation of sewer and water service.	Town of Montreal North, Montreal North, P.Q.	10,022 40	*

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING MAY—Continued

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Central Mortgage and Housing Corporation (Continued)				
Ste. Therese, P.Q.	Repainting (100) houses.	Desjardins & Mathieu, Terrebonne, P.Q.	\$ 8,258 00	May 5, 1950
Ajax, Ont.	Landscaping.	Churchville Downs Farms, Meadowdale, Ont.	22,309 00	*
Ajax, Ont.	Storm sewer extension.	W. B. Bennett Paving Ltd., Oshawa, Ont.	2,149 40	*
Ajax, Ont.	Construction of storm sewers.	Port Hope Construction Co. Ltd., Toronto 6, Ont.	18,552 75	April 29, 1950
Aylmer, Ont.	Landscaping and driveways.	W. E. Baker, Brantford, Ont.	10,866 00	*
Barriefield, Ont.	Surveying and staking.	David T. Humphries, Kingston, Ont.	4,000 00	*
Brantford, Ont.	Installing foundations, dividing and relocating double wood-sheds.	E. P. A. Construction Co. Ltd., London, Ont.	55,985 00	April 6, 1950
Camp Borden, Ont.	Surveying and staking.	J. Leitch, Cooksville, Ont.	1,800 00	*
Camp Borden, Ont.	Surveying and staking.	Shirley King, Brantford, Ont.	2,000 00	*
Centralia, Ont.	Construction of (175) houses.	Parker Construction, Union, Ont.	1,107,764 70	April 3, 1950
Clinton, Ont.	Construction of roads and driveways.	Lavis Contracting Co., Clinton, Ont.	17,970 50	April 19, 1950
Collingwood, Ont.	Painting approximately 105 houses, 66 woodsheds and one maintenance shop.	Collingwood Shipyards Ltd., Collingwood, Ont.	8,183 00	Mar. 9, 1950
Fort Erie, Ont.	Repainting (99) houses and woodsheds.	Norman A. Lock & Son, Hamilton, Ont.	5,280 00	Mar. 9, 1950
Fort William and Port Arthur, Ont.	Exterior painting (121) houses.	J. H. Turcotte, Port Arthur, Ont.	7,788 80	Mar. 9, 1950
Fort William and Port Arthur, Ont.	Construction of concrete foundations and installing of masonry chimneys.	Ellis Anderson, Port Arthur, Ont.	62,800 00	April 12, 1950
Guelph, Ont.	Erection of retaining walls.	R. F. Booth Construction Ltd., Niagara Falls, Ont.	1,525 00	*
Kingston, Ont.	Installing foundations.	T. A. Andre & Sons Ltd., Kingston, Ont.	61,226 00	*
Malton, Ont.	Painting approximately 92 houses and woodsheds.	John St. Clair Painting & Decorating Co., Hamilton, Ont.	6,132 70	Mar. 9, 1950
Midland, Ont.	Installation of permanent foundations for 20 houses.	Nap. Beauchamp Construction Co., Penetanguishene, Ont.	12,666 00	April 12, 1950
Niagara Falls, Ont.	Installing permanent foundation walls and dividing permanent woodsheds.	Moir Construction Co. Ltd., St. Catharines, Ont.	98,476 00	April 5, 1950
Niagara Falls, Ont.	Repainting 247 houses and 204 woodsheds.	Norman A. Lock & Son, Hamilton, Ont.	14,433 00	Mar. 9, 1950
Ottawa, Ont.	Exterior painting (200) houses.	J. W. Havelin, Ottawa, Ont.	11,954 00	Mar. 9, 1950
Pembroke, Ont.	Landscaping and driveways for (50) houses.	Roschall Nurseries Ltd., Brantford, Ont.	6,762 00	Mar. 9, 1950
Petawawa, Ont.	Construction of (44) houses.	M. Sullivan & Son, Arnprior, Ont.	322,332 00	April 3, 1950
Peterborough, Ont.	Installing housewalks.	E. Reynolds & Son, Peterborough, Ont.	2,942 50	*
Pictou, Ont.	Construction of 6 room school.	T. A. Andre & Sons Ltd., Kingston, Ont.	147,558 00	May 3, 1950
Trenton, Ont.	Construction of sewer and watermains.	Holdcroft Construction Co. Ltd., Kingston, Ont.	96,598 10	April 8, 1950
Trenton, Ont.	Construction of (281) houses.	Hill-Clark-Francis Ltd., New Liskeard, Ont.	1,696,328 00	April 13, 1950
Trenton, Ont.	Clearing, grubbing, removal of topsoil, drainage ditches and earth excavation.	M. J. Mol Construction Co., Toronto, Ont.	39,554 00	June 16, 1950
Trenton, Ont.	Surveying.	J. T. Ransom, Belleville, Ont.	4,500 00	*
Welland, Ont.	Installing foundations.	John Green, Erin, Ont.	65,198 00	April 5, 1950
Welland, Ont.	Dividing and relocating (176) double woodsheds.	John Green, Erin, Ont.	12,496 00	April 5, 1950
Windsor, Ont.	Extending driveways.	Sterling Construction Co. Ltd., Windsor, Ont.	4,776 30	*
Wingham, Ont.	Repairs to sewers, roads and houses, moving temporary buildings.	Parker Construction, Union, Ont.	6,941 28	*
Swift Current, Sask.	Construction of concrete walks, retaining walls, steps and guard rails.	Walter J. Burden Ltd., Swift Current, Sask.	2,660 30	*
Swift Current, Sask.	Landscaping of (75) houses.	T. R. Ingleby, Moose Jaw, Sask.	11,296 00	*
Lethbridge, Alta.	Installation covers for vents, insulation and dual spring and chain door-stop combinations.	E. R. Reiman, Lethbridge, Alta.	1,074 00	*
Suffield, Alta.	Construction of (76) houses.	Bird Construction Co. Ltd., Lethbridge, Alta.	510,944 04	May 16, 1950

Central Mortgage and Housing Corporation (Continued)

Kamloops, B.C.	Landscaping (35) houses.	I. W. Bedford, Kelowna, B.C.	\$ 4,200 00	*
Sea Island, B.C.	Repairing sewer.	Christian & Allen, Ladner, B.C.	1,700 79	*
Vancouver, B.C.	Surveying.	Underhill & Underhill, Vancouver, B.C.	1,706 09	*
Vancouver, B.C.	Removal and re-siting of house.	Arrow Transfer Co. Ltd., Vancouver, B.C.	4,225 03	*
Vancouver, B.C.	Removal and re-siting of house.	Arrow Transfer Co. Ltd., Vancouver, B.C.	3,035 00	*
Vancouver, B.C.	Removal and re-siting of house.	Arrow Transfer Co. Ltd., Vancouver, B.C.	2,625 00	*
Vancouver, B.C.	Removal and re-siting of house.	Arrow Transfer Co. Ltd., Vancouver, B.C.	3,090 00	*
Vancouver, B.C.	Construction of (113) houses.	W. J. Dick Ltd., Vancouver, B.C.	598,453 95	April 17, 1950
National Harbours Board				
Halifax, N.S.	Reconditioning concrete piles, Pier 2.	The Canada Granite Co. Ltd., Montreal, P.Q.	11,400 00	April 22, 1950
Churchill Harbour, Man.	Construction of Staff Building No. 2.	The Tower Co. Ltd., Montreal, P.Q.	153,900 00	Mar. 14, 1950
Vancouver Harbour, B.C.	Renewal of roofing, Cold Storage Plant.	Empire Roofing Co. Ltd., Vancouver, B.C.	4,213 00	April 15, 1950
Vancouver Harbour, B.C.	Replacement of fender piles, West Indies Wharf.	Vancouver Pile Driving & Contracting Co. Ltd., Vancouver, B.C.	7,040 00	April 15, 1950
Department of Public Works				
Dominion, N.S.	Construction of a Public Building.	J. W. Stephens Ltd., Sydney, N.S.	31,042 00	Jan. 17, 1950
Halifax, N.S.	Repairs and improvements to the brick and stucco building at Rockhead Hospital.	J. H. Leatham Co. Ltd., Halifax, N.S.	21,390 00	May 19, 1950
Cape Bald, N.B.	Breakwater approach.	J. W. McMullin & Son Ltd., Upper Gagetown, N.B.	103,807 50	Mar. 8, 1950
Chandler, P.Q.	Construction of a Dominion Public Building.	J. Hector Lamb, Chandler, P.Q.	165,722 00	May 8, 1950
Montreal, P.Q.	Installation of a standby emergency generator, etc., at the Veterans' Hospital, Queen Mary Road.	B. B. Electric Co. Ltd., Montreal, P.Q.	17,500 00	Mar. 29, 1950
New Carlisle, P.Q.	Repairs to the flooring of the wharf.	J. Augustin Goulet, New Carlisle, P.Q.	12,992 50	April 4, 1950
Pointe au Pere, P.Q.	Wharf repairs.	Metis Construction Co. Ltd., Rimouski, P.Q.	66,742 50	Mar. 8, 1950
St. Simeon Est., P.Q.	Exterior painting, repairs, etc. of the Western Counties Wharf extension.	Alphonse Lapointe, Matane, P.Q.	28,401 31	Feb. 28, 1950
London, Ont.	Veterans' Lodge, Westminster Hospital.	J. O. Dougall Ltd., Toronto, Ont.	6,800 00	April 22, 1950
London, Ont.	Alterations for income tax accommodation, Building—388 to 394 Dundas Street.	Putherford Construction Co. Ltd., London, Ont.	23,000 00	Dec. 8, 1949
Midland, Ont.	Construction of floats.	R. A. Blyth, Toronto, Ont.	10,466 00	Mar. 14, 1950
Ottawa, Ont.	Construction of the East Building of office buildings to be erected on Wellington Street.	Angus Robertson, Ltd., Montreal, P.Q.	5,185,000 00	May 11, 1950
Ottawa, Ont.	Alterations to the Photographic Section in National Defence Building "B".	A. Lanctot Construction Co., Ottawa, Ont.	40,000 00	Mar. 29, 1950
Ottawa, Ont.	Construction of an Insecticide Laboratory for the Department of Agriculture at the Central Experimental Farm.	M. J. Sulphier & Sons, Ltd., Ottawa, Ont.	99,233 96	April 3, 1950
Ottawa, Ont.	Alterations to the second floor of the Royal Canadian Mint.	George A. Crain and Sons, Ltd., Ottawa, Ont.	17,626 00	May 16, 1950
Ottawa, Ont.	Re-wiring of the lighting system in the Victoria Memorial Museum.	Fred A. Wilson Contracting Co. Ltd., Ottawa, Ont.	21,474 00	Mar. 14, 1950
Ottawa, Ont.	Repairs to walls of the Rideau River.	Robertson Construction & Engineering Co. Ltd., Niagara Falls, Ont.	38,827 05	April 5, 1950

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING MAY—Concluded

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Public Works (Concluded)				
Port Arthur, Ont.	Construction of a Public Building.	Hill, Clark, Francis Ltd., Timmins, Ont.	\$ 994,500 00	May 16, 1950
Port Qu'Appelle, Sask.	Sewage disposal system at the Indian Hospital project.	Harvey Lunam Construction Co., Regina, Sask.	19,819 00	April 26, 1950
Langenburg, Sask.	Construction of a Public Building.	Harvey Lunam Construction Co., Regina, Sask.	84,844 00	May 10, 1950
Saskatoon, Sask.	Improvements to lighting in the Federal Public Building.	Saskatoon General Electric Co., Saskatoon, Sask.	14,342 00	April 25, 1950
Tisdale, Sask.	Construction of an addition and alterations to the Public Building.	Harvey Lunam Construction Co., Regina, Sask.	43,789 00	April 26, 1950
Calgary, Alta.	Alterations to the fourth floor of the Northern Electric Building.	Bird Construction Co. Ltd., Calgary, Alta.	50,548 00	April 26, 1950
Fraser River, B.C.	Repairs to sections 5 and 6 of the North Jetty at Steveston.	Gilpin-Nash Ltd., Vancouver, B.C.	538,500 00	Mar. 8, 1950
New Westminster, B.C.	Construction of a warehouse.	H. Dyer & Son Ltd., New Westminster, B.C.	9,183 00	Jan. 27, 1950
Prince Rupert (Fairview Bay), B.C.	Construction of a breakwater.	Northern Construction Co., & J. W. Stewart Ltd., Vancouver, B.C.	129,000 00	Jan. 17, 1950
Vancouver, B.C.	Alterations to the second, third, fourth and fifth floors of the Winch Building.	Allan and Viner Construction Co. Ltd., Vancouver, B.C.	66,800 00	May 2, 1950
Vancouver, B.C.	Alterations and improvements to Royal Canadian Mounted Police Fairmont Barracks.	Orr & Walach, Vancouver, B.C.	19,875 00	April 22, 1950
Dingwall, N.S.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	115,000 00	*
L'Ardoise Beach, N.S.	Dredging.	Harriss & Harriss, Sydney, N.S.	26,761 84	*
Lower St. Louis, N.B.	Dredging.	Denis LeBlanc, Buctouche, N.B.	5,475 00	*
Anse à Beaufils, P.Q.	Dredging.	Captain I. Vercaut, Les Meclins, P.Q.	30,747 50	*
Grande Rivière, P.Q.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	14,175 00	*
Cobourg, Ont.	Dredging.	Russell Construction Co. Ltd., Toronto, Ont.	31,525 00	*
Kincardine, Ont.	Dredging.	Russell Construction Co. Ltd., Toronto, Ont.	46,125 00	*
Little Current, Ont.	Dredging.	Canadian Dredge & Dock Co. Ltd., Toronto, Ont.	599,440 22	*
Department of Transport				
Pea Point, N.B.	Reconstruction of lightkeeper's dwelling.	Stanley C. Nickerson, Black's Harbour, N.B.	11,234 69	Mar. 2, 1950

* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Recent Regulations Under Provincial Legislation

In British Columbia minimum rates have been set for learners in the automobile repair and gasoline service-station industry; in Saskatchewan, rates for the lumbering industry have been raised, and women are now permitted to work in certain occupations between 12.30 and 1.30 a.m., if free transport is provided to their homes. In Alberta, regulations were issued requiring Government permits for electrical work carried out in most areas in the Province.

Alberta Electrical Protection Act

Regulations have been issued under the above Act providing for permits for construction, installation or alteration of electrical work in certain areas of the Province and setting out permit and inspection fees. Similar to rules recently put into effect in British Columbia (L.G., 1950, p. 1064), the regulations were approved by Order in Council (O.C. 662-50) on June 6 and gazetted June 15. Permits will be required for all installations commenced after July 1, and for all installations which will not be connected to a source of power by October 1. They will not be necessary, however, for interior wiring in specified areas including Edmonton, Lethbridge, those parts of Calgary and Red Deer where municipal electrical departments carry out inspection work, and in the National Parks of Banff, Jasper, Waterton and Elk Island. The regulations do not apply to electrical installations which are already covered by special inspections and fees, such as passenger and freight elevators.

After July 1, in all parts of the Province with the above exceptions, no person may construct, install or alter any electrical work until he has applied for a permit. Application for a permit must be submitted in writing to the Electrical Inspection Department and signed by the person or firm carrying out the work. It must be accompanied by payment of the required permit fees, and must give the address of the premises concerned, full details of ownership, occupation and the purpose for which the premises are used and must list all details that may be required on the application form supplied by the Department.

Permits will be issued only to a person or firm who holds a certificate of proficiency or annual permit in good standing which entitles the holder to carry out electrical work within Alberta, except in those areas

in which licensed electricians are not available. The regulations do not prohibit a person from obtaining a permit to carry out personally electrical work in his own residence.

Electrical installations must be commenced within 90 days after a permit is issued, after which time the permit will be void unless an extension in writing is granted by the Department.

When the work covered by the permit is completed, the holder must notify the Department in writing. As soon as practicable the Electrical Inspector must inspect the work and issue a certificate of approval or order any necessary changes.

After October 1 in Medicine Hat, Drumheller, Redcliff, Forest Lawn, Albert Park, in the area within 10 miles of Edmonton and in the area within five miles of Lethbridge, any person or firm obtaining a permit must notify the Department in writing that a portion of the work which may be concealed on completion of the installation is ready for inspection, and no new installation may be connected to a source of power without a certificate of approval from the Inspection Department.

Payment of the permit fee will entitle the permit-holder to one inspection and one re-inspection. The Department may refuse to issue a permit for electrical work on any premises where the existing work is not in accordance with the regulations.

On and after October 1, in the area in which these regulations are in effect, supply authorities as defined in Part I of the Canadian Electrical Code must not connect to their lines any new electrical installation until a valid permit from the Inspection Department is presented by the applicant. The Inspection Department may refuse to issue permits if there are any outstanding corrections required on work done by the applicant which have not been completed to the satisfaction of the Inspector.

A schedule of permit fees is set out in the regulations based on the total cost to the customer of all material and labour involved in the electrical installation.

The Inspector may, at his discretion, call for plans and specifications of electrical work in any premises, but the owner or accredited agent of a theatre, hall, factory, hotel, apartment building and of any other place where public safety is affected must submit plans which must be accepted before a permit is issued. Fees are set out for the examination of plans and specifications.

An annual permit, effective from January 1, 1951, may be issued by the Inspector to the operator of an industrial or commercial establishment, with the exception of mines within the meaning of the Mines Act, where a full-time electrician is employed and where the nature of the business necessitates repairs or additions to the plant on short notice. If the operator holds an annual permit for the current calendar year, these alterations may be carried out by the operator's own electrician without taking out a permit for each one. The annual permit, however, will not entitle the holder to proceed with any major alteration or addition of electrical equipment over 100 KVA in a year for which the operator must obtain a permit as described above, after submitting for examination plans and specifications and paying the required fee.

Each establishment for which the operator holds an annual permit must be inspected every six months. The operator must maintain an accurate record of all alterations and additions which have been carried out in his establishment since the last inspection and this record must be made available to the Inspector on request. Fees for annual permits are also prescribed.

Temporary current permits may be issued at the discretion of the Department to enable the supply authority to connect up to temporary work or uncompleted permanent installations. These permits will be valid for 90 days but may be renewed at no extra charge at the discretion of the Department.

The issuing of a permit by the Inspection Department will not obligate the Supply Authority to connect these installations to their lines, if, in the opinion of the Authority, the supplying of current would create a hazard to life or property.

British Columbia Male and Female Minimum Wage Acts

Effective from June 1, rates are set for a learning period of six months in the automotive repair and gasoline service-station industry for employees employed exclusively in the parts department by Order 6A of the

Board of Industrial Relations made on May 25 and gazetted June 1.

Learners in the parts department must receive 40 cents an hour for the first two months' employment, 45 cents an hour during the second two months and 50 cents an hour during the third two-month period. Thereafter they will receive 55 cents an hour, the rate set for all employees other than automotive mechanics who must receive at least 90 cents an hour. (L.G. 1948, p. 746.)

Quebec Pipe Mechanics Act

Amendments have been made to the regulations under the above Act to make provision for the examination of contractors and journeymen engaged in the installation of oil burners for central heating by an Order in Council (No. 697) made on June 14, gazetted June 23. The general regulations (L.G. 1939, p. 158) provide for contractors', journeymen's, improvers' and apprentices' licences for persons employed in installing or repairing heating systems, refrigeration systems, mechanical sprayers or plumbing systems in municipalities of more than 5,000 population, and set out the qualifications required for each class of licence.

Contractors' licences are divided into two classes, Class EA issued to ordinary contractors for commercial purposes, and Class EB for special technical operations in particular industries for commercial purposes. Journeymen's licences are similarly classified (CA or CB) according as their holders work for one class of contractor or the other.

For contractors engaged exclusively in the installation of oil burners, the licence designated as EB which pertains to special technical operations is required. This licence will only be issued upon compliance with the conditions required for licence CB.

Employees engaged in installing oil burners must obtain licence CB. To obtain the licence CB an employee must serve an apprenticeship of one year, must work another year in the capacity of junior journeyman, and pass the required examinations.

Saskatchewan Minimum Wage Act

Amendments were made to ten of the Minimum Wage Orders (L.G. 1949, p. 747) by Orders in Council issued on June 16 and gazetted June 23, chiefly to raise the rates in the lumbering industry and to permit women in hotels and restaurants to work between 12.30 and 1.30 a.m. if free transport to their homes is provided by the employer.

The rates for employees in the lumbering industry (Order 11) have been increased from 60 to 65 cents an hour for all workers

except cooks, cookees, bull cooks or watchmen. The latter group must be paid a minimum of \$125 a month, instead of \$115, as formerly. Deductions from wages for three meals a day and lodging must not exceed \$1.50 instead of \$1.15 a day.

In the three Orders governing educational institutions, hospitals, nursing homes, hotels and restaurants in the cities, towns and villages covered by the Act, it is now stipulated that a woman may be employed between 12.30 a.m. and 1.30 a.m., local time, if free transportation is supplied by the employer to the employee's place of residence. Previously, women were prohibited from working in such places between 12.30 a.m. and 6 a.m. unless they resided on the premises.

The same three Orders state that the hours of work of any employee must be

confined within a period of 12 hours in a day. The provision is now added that no employee may be required or permitted to report for duty on more than three occasions in the 12-hour period.

The amendments further provide that persons employed by rural municipalities solely on road maintenance are excluded from the provisions of the three general Orders applying to cities, towns and villages; that persons employed in swimming pools are covered by Order 12 which applies to places of amusement in all places under the Act; and that the provision of all the Orders requiring part-time workers to be paid for at least three hours at the minimum rate each time they report for work does not apply to persons employed exclusively as janitors and caretakers.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that misconduct had not been proved and that the claimant should not have been disqualified from the receipt of benefit under Section 41 (1) of the Act.—CU-B 581 (June 7, 1950).

MATERIAL FACTS OF CASE:

The claimant made a claim for benefit on June 17, 1949, reporting that he had worked as a pipe fitter's helper for a shipbuilding and repairing company from September 2, 1948 to June 14, 1949, and that he had lost his employment on that date, because the superintendent who was walking close by had interpreted as loafing the fact that he and a fellow-workman were waiting for a truck to move some pipes. The employer, in the separation questionnaire, stated that the claimant had been found "loafing on the job".

The Insurance Officer disqualified the claimant from the receipt of benefit for a period of six weeks because, in his opinion, he had lost his employment by reason of his own misconduct within the meaning of Section 41 (1) of the Act.

The claimant appealed to a Court of Referees. Subsequent to his appeal, the assistant superintendent of the company sent a written statement to the local office of the Commission to the effect that he and the superintendent had noticed on June 14, that the claimant and his fellow-workman had spent some time talking and loafing instead of doing their work and that the superintendent had told him to inform the foreman to dismiss them. He added that in many instances the superintendent had informed him that he was not satisfied with the claimant's work. He also stated that in the course of the last two years, the claimant had been warned by letter for having been late for work.

The claimant who appeared before the Court of Referees was also represented by an official of his union. The company was represented by the general foreman who received the order to dismiss the claimant and the foreman who was the claimant's immediate superior.

The majority of the Court of Referees felt that the written evidence submitted

by the officials of the company who had been present at the scene of the incident was sufficient to justify the decision rendered by the Insurance Officer.

The claimant's union appealed to the Umpire.

DECISION:

After having carefully studied all the submissions, I agree with the representative of the "Conseil général des syndicats" that the question of the claimant's lateness on the job should not be taken into consideration in determining whether on June 14, 1949, he lost his employment by reason of his own misconduct within the meaning of Section 41 (1) of the Act.

It appears, indeed, from the transcript of the evidence given by one of the company's representatives before the Court of Referees, that the superintendent was not aware of the claimant's name when he gave the order to dismiss him, pointing him out by his badge number. Moreover, the only reason given for the dismissal in the separation questionnaire is that the claimant was loafing on the job.

What has to be determined, therefore, is whether it has been proved in a conclusive manner that the claimant was actually loafing on the job.

Apparently, the superintendent and his assistant were the only officials present at the scene of the incident which led to the dismissal of the claimant and his fellow-workman. Those officials did not appear before the Court of Referees but were represented by the claimant's immediate superiors who admitted that they had no first hand knowledge of what had actually happened.

Therefore, we have a written statement of the assistant superintendent to the effect that he and the superintendent had, on June 14 "observed that the accused and his fellow-workman had, instead of doing their work conscientiously, spent some time speaking and loafing" and to counter that, a categorical denial from the claimant and his fellow-workman with their explanation that what had been interpreted as loafing was only the fulfilment of a task which had been allotted to them by their foreman.

The foreman stated before the Court of Referees that around 9:00 a.m., on June 14, the claimant and his fellow-workman had gone on his orders to fetch a pipe at the stores. Moreover, he stated that during the days that they were apparently being watched by the superintendent the claimant's output of work and that of his fellow-workman was satisfactory. The other company's representative, the general foreman, stated in his testimony before the

Court that the superintendent had given him the order to dismiss them also around 9:00 a.m.

In accordance with a principle established in previous decisions, misconduct must be conclusively proved by the parties who allege it before a claimant can be disqualified from the receipt of benefit for reason of misconduct within the meaning of Section 41 (1) of the Act.

I cannot find that, in this case, the claimant's misconduct has been so proved.

Inasmuch as the evidence given by the interested parties is of a contradictory nature, I am of the opinion that the benefit of the doubt has to be given to the claimant and that the appeal should be allowed.

Held that the claimant had lost his employment by reason of his own misconduct within the meaning of Section 41 (1) of the Act.—CU-B 584 (June 7, 1950).

MATERIAL FACTS OF CASE:

The claimant filed a claim for benefit on December 5, 1949, stating that he had worked as a labourer for a manufacturer of linoleum from November 1947 to December 1, 1949, and that he had lost his employment because he had been caught while "on the verge of smoking". The employer reported in the separation questionnaire that the claimant had been dismissed because he had been found "in the act of smoking in a restricted area". The Insurance Officer disqualified the claimant from the receipt of benefit for a period of six weeks on the ground that he had lost his employment by reason of his own misconduct within the meaning of Section 41 (1) of the Act.

The claimant appealed to a Court of Referees and stated that he had been unjustly treated because he was the chairman of an employees syndicate which was in the process of organization at the factory. The majority of the Court upheld the decision of the Insurance Officer stating that "it was evident that when the claimant was dismissed he was smoking."

The dissenting member expressed the opinion that the nature of the offence did not warrant dismissal as there was considerable tolerance of smoking by the company in restricted areas, a bad example had been set by the supervisory staff and it was the claimant's first offence of which the company had evidence.

The claimant appealed to the Umpire.

DECISION:

The Court of Referees seems to have been unanimous in finding that the

claimant had been caught in the act of smoking outside the allowed time and place. I do not see any valid reason to differ on this question of fact.

The claimant admitted to the Court of Referees that upon being hired by the Company he was told "that he could not smoke". Moreover he informed the Court that 15 days prior to his dismissal another employee had been caught in the act of smoking and had been suspended for one week.

Therefore, the claimant knowingly committed a violation of the rules of the company and he must be considered as having lost his employment by reason of his own

misconduct within the meaning of Section 41 (1) of the Act.

The fact that other employees were taking the liberty of smoking in forbidden areas or that it was the claimant's first offence of which the company had evidence or that the employer had dealt with similar cases in the past with more leniency, cannot be accepted as justification for the claimant's conduct.

If, as the claimant contends, his conduct was under observation in view of his union activities, it appears to me that he had all the more reason to abide by the rules and regulations of the company.

The appeal is dismissed.

Unemployment Insurance Statistics, May, 1950*

The monthly report prepared by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of May, 1950, there were 83,082 claims filed at local offices of the Unemployment Insurance Commission. This number represents a decline of eight per cent from the April total of 90,123, and an increase of 30 per cent over the May, 1949, total of 63,692.

Claims filed declined in all provinces from the April level except in Manitoba, where an increase of 4,331 claims, or 84 per cent, was recorded.

Of the total claims filed in May, 71,619 were initial and renewal claims, representing mainly new cases of unemployment among insured persons. This was a decrease of about 11 per cent from the figure of 80,028 for April, 1950, but an increase of 36 per cent from the May, 1949 total of 52,675.

Ordinary claimants on the live unemployment register numbered 146,453 in May, 1950, as compared with 209,905 in April, 1950, and 95,832 in May, 1949. Male claimants declined from 161,763 to 100,106, and female claimants from 48,142 to 46,347. The greater decrease in the number of males on the live register on May 31 was related to the comparatively greater expansion in the spring of the year of industries such as the construction industry which employ a high proportion of males, than in industries such as retail merchandising, which employ a high proportion of females.

Duration of unemployment is indicated by the number of days that benefit claimants are continuously on the unemployment register. During May, 1950, 136,909 persons were on the live register

seven or more days, as compared with 191,486 in April. In each case the percentage was 83. Thus, although the number of persons claiming benefit declined, the proportion of claimants becoming beneficiaries was the same.

Claims handled at adjudicating centres and Courts of Referees in May, 1950, totalled 87,145. Of the 85,821 claims adjudicated, 63,964 were allowed, 21,165 were disallowed or disqualified and 692 represented special requests not granted.

Chief reasons for non-entitlement to benefit were: "Insufficient contributions while in insurable employment" 9,789 cases; "voluntarily leaving without just cause" 4,003 cases; and "not unemployed" 2,572 cases.

Persons commencing benefit on initial and renewal claims in May numbered 56,868, as compared with 59,965 in April, 1950. Prince Edward Island, Ontario, Quebec and British Columbia all showed a decline; slight increases were recorded in Newfoundland, Nova Scotia and New Brunswick, and a considerable increase—36 per cent—in Manitoba.

During May, \$9,586,658 were paid in respect of 4,004,678 days as against \$11,353,182 and 4,670,731 days in April, 1950, and \$5,511,135 and 2,474,080 days in May, 1949.

For the week of May 27 to June 2, 1950, 132,656 persons received \$1,823,090 benefit in respect of 773,726 days, as compared with 186,093 persons, 1,105,293 days and \$2,674,615 for the week of April 29 to May 5. Average duration and average amount of benefit for the week of May 27 to June 2, were 5.8 days and \$13.74 respectively, as compared with 5.9 days and \$14.37 respectively for the week ending April 29 to May 5.

* See Tables E-1 to E-8.

HOURS AND WORKING CONDITIONS IN THE IRON AND ITS PRODUCTS INDUSTRY, OCTOBER 1949*

Over three-quarters of the plant workers in the Iron and Its Products Industry were on a five-day week, most of whom were normally working 40 or 45 hours. Time and one-half was the common overtime rate; double time was predominant for work on statutory holidays. One week's vacation with pay after a year or less of employment was given in most plants, with many giving a second week after five years and a third week after twenty or twenty-five years. Three-quarters of the workers were paid for six to eight statutory holidays. Sick leave with pay was reported by establishments employing forty-two per cent of the workers in the industry. Eighty-two per cent of the workers were reported covered by written collective agreement.

Hours and working conditions in the Iron and Its Products Industry showed some changes during the two years preceding October, 1949. Since 1947,¹ the normal hours and days worked per week have decreased slightly and the overtime rates of pay for work on statutory holidays have increased. Vacations with pay over the general one week after a year of employment have increased, and establishments have tended towards paying for more of the observed statutory holidays. A slightly higher proportion of the workers were reported to be covered by written collective agreement than two years previous.

A study of the trend in hours and working conditions from 1947 must be qualified by the inclusion, in 1949, of six additional industries manufacturing Iron and Steel Products or Metal Transportation Equipment.² There are many variations in conditions of work between industries, but the overall information in these articles is sufficiently comparable to indicate the broad trends in the Iron and Its Products Industry.

The geographical and major industrial distributions of the 959 establishments and 183,952 plant workers included in this analysis of the Iron and Its Products Industry are shown in Tables Ia and Ib. Over two-thirds of the workers were employed in the 566 plants located in Ontario, about one-fifth were in the 168 Quebec plants, and the remainder almost equally divided between the Maritime and Western Provinces.

Less than five per cent of the plant workers in the industry were women.

Collective Agreements.—Written collective agreements were reported by 515 of the 959 establishments surveyed, covering 82 per cent of the plant workers. The largest group of workers were represented by CIO-CCL international unions, the major ones being the International Union United Automobile, Aircraft and Agricultural Implement Workers of America and the United Steelworkers of America. Thirty-eight of the establishments reported having agreements with employees' associations representing about 5,000 workers.

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 by the Economics and Research Branch of the Department of Labour. Employers were asked to report on certain conditions of work as well as to give, by occupation, the wage or salary rates of time workers and the straight time earnings of employees on piece work during the last pay period preceding October 1, 1949.

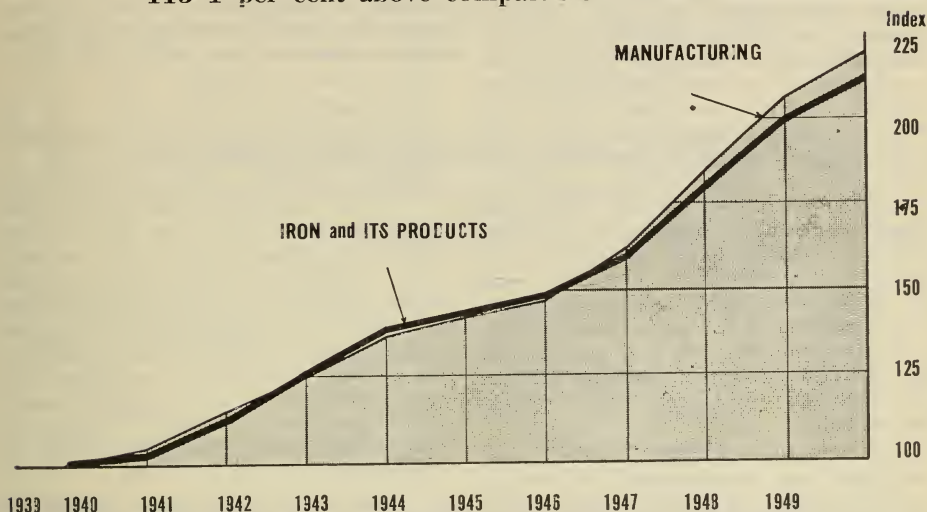
For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

¹ See the July, August, September and October, 1948 issues of the *LABOUR GAZETTE*.

² The additional industries included in this article are Fabricated and Structural Steel; Hardware and Tools; Machine Tools; Wire and Wire Products. Railroad and Rolling Stock Equipment; and Bicycles and Parts. The Industries included in the article for 1947 were Crude, Rolled and Forged Products; Foundry and Machine Shop Products; Sheet Metal Products; Machinery; Engines, Boilers and Tanks; Aircraft and Parts; Steel Shipbuilding; Agricultural Machinery; Motor Vehicles; Motor Vehicle Parts and Accessories; and Heating and Cooking Apparatus.

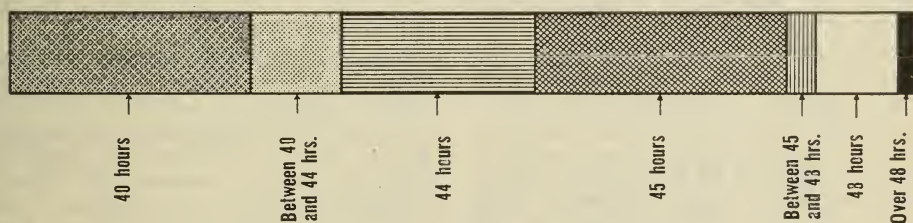
IN THE IRON AND ITS PRODUCTS INDUSTRY . .

. . . wage rates increased 6.3 per cent (preliminary) in 1949,
113.1 per cent above comparable rates in 1939.



More than three-quarters of the plant workers were on a five-day week, and most were normally working 40, 44 or 45 hours.

PERCENTAGE DISTRIBUTION . . .

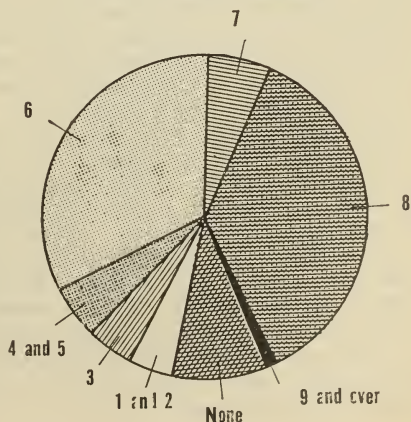
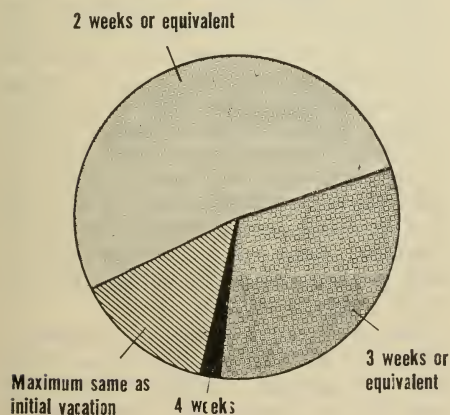


Initial vacations were predominantly one week after one year, with maximum vacations generally two or three weeks.

Most workers were in plants observing six to nine statutory holidays and paying for six or eight of them.

MAXIMUM VACATION

PAID STATUTORY HOLIDAYS



In some cases, more than one union held agreements with a single establishment.

The Normal Work Week (Tables IIa and IIb).—All but two per cent of the male plant employees were normally working from 40 to 48 hours per week. About the same proportions of male plant employees, 27 per cent, were working 40 and 45 hours per week, and 22 per cent were on a normal work week of 44 hours. Nine per cent of the male workers were on a 48-hour week. These proportions remain approximately the same when the 8,484 female plant workers are included, the only change being to increase the proportion of workers on a 45-hour week to 28 per cent. This information shows some lessening of the normal weekly hours of work from 1947, when 27 per cent of the plant employees were working 48 hours per week and only 17 per cent were working 40 hours.

The normal work week for male plant employees was predominantly 44 hours in the Maritime and Prairie Provinces and 40 hours in British Columbia. In Quebec and Ontario the hours varied considerably, with the majority working 42½ or 45 in Quebec and 40, 44 or 45 in Ontario. The normal weekly hours varied greatly both within and between the industrial groups shown in Table IIb.

Seventy-six per cent of the total plant workers were reported on a five-day week. The majority of workers were on this schedule in all regions except the Maritimes and the Prairies, where just over one per cent and 45 per cent respectively were working five days per week. Two years previous, in 1947, about 60 per cent of the workers had been reported on a five-day week.

Overtime Rates of Pay (Tables IIIa and IIIb).—Time and one-half was the general overtime rate for work after standard daily or weekly hours. Work on Sunday was mainly compensated by a rate of time and one-half, although 30 per cent of the workers were in establishments paying double time for work on this day.

More than one-half of the workers in the Iron and Its Products Industry were in plants which reported paying double time for work on observed statutory holidays. Almost equal proportions of workers, 18 per cent, were in the establishments paying time and one-half and in those paying double time and one-half. A small number were in plants paying triple time. In 1947, only three establishments reported rates higher than double time for work on observed statutory holidays.

Vacations with Pay (Tables IVa and IVb).—Most of the plant employees received an initial vacation of one week with pay, or its equivalent, generally after a year of employment. A few workers, however, were in establishments giving an initial vacation of two weeks with pay or four per cent of earnings.

The length of vacation with pay increased for 86 per cent of the workers as their period of employment continued. A maximum allowance of two weeks with pay or four per cent of earnings, usually after five years, was reported by 437 establishments employing almost 95,700 workers; while a maximum vacation of three weeks or six per cent of earnings, generally after 20 or 25 years, was reported by 113 plants employing about 58,500 workers. Most of the workers receiving this maximum vacation of three weeks were in establishments which gave an intermediate vacation of two weeks, mainly after five years of employment.

A plant shut-down for summer vacation was reported by 592 establishments employing 131,715 workers. Seventy per cent of these workers were in plants reporting a shut-down of two weeks, 29 per cent were in plants shutting down for one week, and the remainder were in plants which did not report the length of the shut-down.

Statutory Holidays (Tables Va and Vb).—At least two statutory holidays were reported observed by all but four of the 959 establishments included in this analysis of the Iron and Its Products Industry. Observed statutory holidays here include the number of days when the plant is not operating by reason of Dominion, Provincial or Municipal holidays, or because of religious holidays regularly observed. Ninety per cent of the plants, employing 96 per cent of the workers, reported observing from six to nine statutory holidays. Sixty-one per cent of the workers were in plants observing eight holidays and 18 per cent were in those observing seven.

The 663 plants which reported paying for some or all of the observed statutory holidays if not worked employed 90 per cent of the workers. Thirty-seven per cent of the workers were in plants paying for eight statutory holidays and 32 per cent were in plants paying for six. In British Columbia, about one-half of the workers were in plants which did not pay for any of the observed holidays.

This information shows a substantial increase in the number of employees being paid for statutory holidays since 1947, when 70 per cent of the plant workers

were in establishments paying for one or more of the statutory holidays observed. The number of observed days paid for if not worked has also increased: the proportion of workers being paid for six, seven or eight statutory holidays if not worked rose from 27 per cent in 1947 to 75 per cent in 1949.

Sick Leave with Pay.—Sick leave with pay was reported by 299 establishments employing about 42 per cent of the workers in the Iron and Its Products Industry. There was much variation in the sick leave conditions, but most of the schemes were operated through group insurance or a sick benefit fund.

TABLE Ia.—DISTRIBUTION OF PLANTS AND PLANT WORKERS, BY REGION, IN THE IRON AND ITS PRODUCTS INDUSTRY, OCTOBER 1949

—	CANADA	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Number of Plants.....	959	51	168	566	67	107
Number of Plant Workers:						
Male.....	175,468	12,104	34,121	117,778	5,437	6,028
Female.....	8,484	107	1,520	6,619	46	192
Total.....	183,952	12,211	35,641	124,397	5,483	6,220

TABLE Ib.—DISTRIBUTION OF PLANTS AND PLANT WORKERS, BY INDUSTRY, IN THE IRON AND ITS PRODUCTS INDUSTRY, OCTOBER 1949

—	IRON AND ITS PRODUCTS	Primary Iron and Steel	Machinery and Agric- ultural Imple- ments	Other Iron and Steel Products	Motor Vehicles, including Parts and Acces- sories	Other Metal Transport- ation Equip- ment
Number of Plants.....	959	19	203	569	70	98
Number of Plant Workers:						
Male.....	175,468	24,943	33,457	53,065	35,084	28,919
Female.....	8,484	377	1,308	4,017	2,310	472
Total.....	183,952	25,320	34,765	57,082	37,394	29,391

TABLE IIa.—NORMAL WEEKLY HOURS FOR MALE PLANT WORKERS, BY REGION, IN THE IRON AND ITS PRODUCTS INDUSTRY, OCTOBER 1949

Normal Weekly Hours	CANADA			Maritime Provinces		Quebec		Ontario		Prairie Provinces		British Columbia
	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers	Establish- ments	Workers
<i>5-Day Week</i>												
Over 40	201	47,268		2	159	10	879	90	39,666	10	780	5,784
Under 40 and under 42½	4	2,341						4	2,341			
Over 42½	46	12,648				8	7,743	38	4,905			
Under 42½ and under 44	10	1,711				2	454	8	1,257			
Over 44	42	10,446				13	2,221	27	7,889	2	336	
Under 44 and under 46½	206	47,444				47	13,791	212	33,079	7	874	
Over 46½	8	1,231				1	102	7	1,129			
Under 46½ and under 48	35	3,181		1	9	6	1,255	28	1,887			
Over 48	39	4,423				9	726	30	3,697			
Under 48	10	1,036				7	465	2	116	1	455	
Total	661	131,979		3	168	103	27,616	446	95,966	20	2,445	5,784
<i>5½-Day Week</i>												
Under 44	1	16						1	16			
Over 44	118	27,268		20	8,919	11	1,576	38	14,051	33	2,482	230
Under 44 and under 48	33	1,803		2	345	2	85	23	1,127	6	236	
Over 48	43	4,123		3	136	10	1,938	30	1,964	3	221	
Under 48	26	834				16	463	6	232	1	3	
Total	221	34,034		25	9,400	39	4,072	98	17,390	43	2,942	230
<i>6-Day Week</i>												
Under 44	1	8		9	485			3	119	2	26	8
Over 44	15	636						2	56	1	14	6
Under 44 and under 48	3	70		8	1,780	11	1,632	17	4,247	1		
Over 48	37	7,689		6	271	15	781					
Under 48	21	1,052										
Total	77	9,455		23	2,536	26	2,433	22	4,422	4	50	14
<i>All Establishments</i>												
Over 40	293	47,292		2	159	10	879	91	39,682	10	780	5,792
Under 40 and under 42½	4	2,341						4	2,341			
Over 42½	46	12,648				8	7,743	38	4,905			
Under 42½ and under 44	10	1,711				2	454	8	1,257			
Over 44	175	38,340		29	9,404	24	3,797	68	22,059	37	2,844	236
Under 44 and under 46½	3	454		1	321			212	133			
Over 46½	271	48,006				47	13,791	212	33,052	9	1,023	
Under 46½ and under 48	11	3,181		2	33	9	1,432	25	3,453	5	101	
Over 48	119	16,235		8	1,780	30	4,316	77	9,908	4	231	
Under 48	57	2,922		9	407	38	1,709	8	348	2	495	
Total	959	175,468		51	12,104	168	34,121	566	117,778	67	5,437	6,025

TABLE IIb.—NORMAL WEEKLY HOURS FOR MALE PLANT WORKERS, BY INDUSTRY, IN THE IRON AND ITS PRODUCTS INDUSTRIES,
OCTOBER 1949

Normal Weekly Hours		Iron and Its Products		Primary Iron and Steel		Machinery and Agricultural Implements		Other Iron and Steel Products		Motor Vehicles, including Parts and Accessories		Other Metal Transportation Equipment	
		Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers
<i>5-Day Week</i>													
40	201	47,268	3	2,087	43	14,170	114	8,206	17	18,384	24	4,471	
Over 40 and under 42½	4	2,341	1	1,036	18	2,961	3	1,305	7	291	3	4,716	
Over 42½ and under 44	46	12,648			1	47	18	4,680	2	109	3	569	
Over 44	10	1,711			1	47	4	986	3	6,172	18	9,577	
Over 44½ and under 47	266	47,744	2	138	12	522	26	2,917	17	6,713	2	126	
Over 47	8	1,231			68	10,967	161	20,349	2	175	1	59	
Over 47½	35	3,131			1	39	5	1,066	2	497	1	15	
Over 48	39	4,123	1	112	13	573	25	2,324	1		1	76	
Over 48½	10	1,036	1	455	1	34	7	2,029	1		1		
Total	661	131,979	9	4,663	164	31,083	386	44,333	49	32,291	53	19,609	
<i>5½-Day Week</i>													
Under 44	1	16			1	16	71	3,003	7	771	23	5,911	
Over 44	118	27,258	5	16,958	12	615	26	1,102	2	552	2	50	
Over 44 and under 48	33	1,803			3	99	27	1,461	5	975	3	724	
Over 48	43	4,123			8	963	27	1,461	4	74	2	61	
Over 48½	26	834			7	270	13	429	4		2		
Total	221	34,034	5	16,958	31	1,963	137	5,995	18	2,372	30	6,746	
<i>6-Day Week</i>													
Under 44	1	8					1	8					
Over 44	15	636					10	371			5	265	
Over 44 and under 48	3	70					2	56		14			
Over 48	37	7,689	4	3,252	3	105	22	1,797	1	394	7	2,141	
Over 48½	21	1,032	1	70	5	306	11	505	1	13	3	158	
Total	77	9,455	5	3,322	8	411	46	2,737	3	421	15	2,564	
<i>All Establishments</i>													
40	203	47,292	3	2,087	44	14,186	115	8,214	17	18,384	24	4,471	
Over 40 and under 42½	4	2,341	1	1,036	18	2,961	3	1,305	7	291	3	4,716	
Over 42½ and under 44	46	12,648			1	47	18	4,680	2	109	3	569	
Over 44	10	1,711			1	47	4	986	3	6,172	18	9,577	
Over 44½ and under 47	175	38,340	6	17,793	24	1,137	107	6,291	17	6,943	28	6,176	
Over 47	3	454					3	454					
Over 47½	271	48,006	2	138	69	11,017	165	20,561	17	6,713	18	9,577	
Over 48	71	5,519			10	661	52	3,882	5	741	5	235	
Over 48 and under 48½	119	16,235	5	3,864	24	881	72	5,287	7	1,886	11	2,880	
Over 48½	57	2,922	2	525	13	610	31	1,405	5	87	6	295	
Total	959	175,468	19	24,943	203	33,457	569	53,065	70	35,084	98	28,919	

TABLE IIIa.—OVERTIME RATES OF PAY, BY REGION, IN THE IRON AND ITS PRODUCTS INDUSTRY, OCTOBER 1949

Overtime Rates of Pay	AFTER DAILY HOURS				Only After Weekly Hours		Sunday		Statutory Holidays		
	Monday Through Friday		Saturday		Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	
	Establish-ments	Workers	Establish-ments	Workers							
STRAIGHT TIME											
Canada.....	5	114	6	144	1	18	4	114	97	4,776	
Maritime Provinces.....	.....	30	1	30	.....	.....	.....	.....	5	562	
Quebec.....	1	66	1	66	.....	.....	.....	.....	7	267	
Ontario.....	3	42	3	42	1	18	2	18	73	3,517	
Prairie Provinces.....	.....	.....	.....	.....	.....	.....	1	90	8	381	
British Columbia.....	1	6	1	6	.....	.....	1	6	4	53	
TIME AND ONE-HALF											
Canada.....	(1)653	153,555	(1)613	150,750	179	24,402	320	112,022	225	33,977	
Maritime Provinces.....	47	12,023	46	11,993	.....	.....	7	6,520	9	1,745	
Quebec.....	122	31,328	119	31,224	34	3,884	31	9,263	33	4,962	
Ontario.....	333	99,528	318	97,680	130	19,653	254	94,552	154	25,386	
Prairie Provinces.....	53	4,585	48	4,188	10	799	18	1,492	16	1,501	
British Columbia.....	98	6,091	82	5,665	5	66	10	195	13	373	
DOUBLE TIME											
Canada.....	1	18	25	1,023	1	22	386	54,992	(2)450	97,011	
Maritime Provinces.....	.....	.....	.....	.....	.....	.....	38	5,183	33	9,856	
Quebec.....	.....	.....	1	6	.....	.....	97	24,183	100	23,516	
Ontario.....	1	18	7	387	1	22	132	16,462	206	54,784	
Prairie Provinces.....	.....	.....	2	241	.....	.....	36	3,370	32	3,208	
British Columbia.....	.....	.....	15	389	.....	.....	83	5,794	79	5,647	
DOUBLE TIME AND ONE-HALF											
Canada.....	1	88	1	88	.....	.....	1	6	70	34,236	
Quebec.....	1	88	1	88	.....	.....	1	6	2	291	
Ontario.....	.....	.....	.....	.....	.....	.....	.....	.....	62	33,703	
Prairie Provinces.....	.....	.....	.....	.....	.....	.....	.....	.....	242	242	
TRIPLE TIME											
Canada.....	.....	.....	.....	.....	.....	.....	.....	.....	14	8,252	
Quebec.....	.....	.....	.....	.....	.....	.....	.....	.....	5	4,571	
Ontario.....	.....	.....	.....	.....	.....	.....	.....	.....	8	3,666	
British Columbia.....	.....	.....	.....	.....	.....	.....	.....	.....	1	15	
OTHER OVERTIME RATES											
Canada.....	16	1,323	19	1,483	2	60	6	434	27	3,146	
NO OVERTIME POLICY OR NO INFORMATION REPORTED											
Canada.....	100	4,852	112	5,962	.....	.....	242	16,384	76	2,554	
Total.....	776	159,450	776	159,450	183	24,502	959	183,952	959	183,952	

(1) Some establishments pay time and one-half for the first three or four hours of overtime and pay double time thereafter. This policy was reported for overtime after daily hours on Monday through Friday by 47 establishments, employing 7,389 plant workers, and after daily hours on Saturday by 54 establishments, employing 8,555 workers. Most of these establishments were located in British Columbia.

(2) Nineteen establishments, employing 5,504 plant workers, reported paying time and one-half for work on the statutory holidays not paid for if not worked. Most of these establishments were in Ontario.

TABLE IIIb.—OVERTIME RATES OF PAY, BY INDUSTRY, IN THE IRON AND ITS PRODUCTS INDUSTRY, OCTOBER 1949

Overtime Rates of Pay	AFTER DAILY HOURS				Only After Weekly Hours		Sunday		Statutory Holidays	
	Monday Through Friday		Saturday		Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers
	Establish-ments	Workers	Establish-ments	Workers						
STRAIGHT TIME										
Iron and Its Products.....	5	114	6	144	1	18	4	114	97	4,776
Machinery and Agricultural Implements.....	1	11	1	11	.....	.....	1	11	16	1,045
Other Iron and Steel Products.....	3	97	3	97	1	18	2	97	69	3,211
Motor Vehicles, including Parts and Accessories.....	.....	.....	.....	.....	.....	.....	.....	.....	4	102
Other Metal Transportation Equipment.....	1	6	2	36	.....	.....	1	6	8	418
TIME AND ONE-HALF										
Iron and Its Products.....	(1)653	153,555	(1)613	150,750	179	24,402	330	112,022	225	33,977
Primary Iron and Steel.....	16	25,037	16	25,037	2	171	14	24,898	3	6,536
Machinery and Agricultural Implements.....	131	22,051	122	21,694	49	11,317	71	22,710	63	7,900
Other Iron and Steel Products.....	381	45,073	354	42,733	102	8,962	178	23,887	126	9,492
Motor Vehicles, including Parts and Accessories.....	49	34,933	48	34,907	13	1,325	37	34,199	17	6,438
Other Metal Transportation Equipment.....	76	26,461	73	26,379	13	2,627	20	6,328	16	3,621
DOUBLE TIME										
Iron and Its Products.....	1	18	25	1,023	1	22	386	54,992	(2)450	97,011
Primary Iron and Steel.....	.....	.....	.....	.....	.....	.....	.....	.....	15	17,631
Machinery and Agricultural Implements.....	.....	.....	6	194	.....	.....	81	8,372	80	13,126
Other Iron and Steel Products.....	1	18	17	788	1	22	232	23,396	263	30,945
Motor Vehicles, including Parts and Accessories.....	.....	.....	1	26	.....	.....	13	2,290	35	17,360
Other Metal Transportation Equipment.....	.....	.....	1	15	.....	.....	57	20,731	57	17,949
DOUBLE TIME AND ONE-HALF										
Iron and Its Products.....	1	88	1	88	.....	.....	1	6	70	34,236
Primary Iron and Steel.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1,153
Machinery and Agricultural Implements.....	1	88	1	88	.....	.....	.....	.....	16	10,841
Other Iron and Steel Products.....	.....	.....	.....	.....	.....	.....	1	6	42	7,585
Motor Vehicles, including Parts and Accessories.....	.....	.....	.....	.....	.....	.....	.....	.....	7	13,323
Other Metal Transportation Equipment.....	.....	.....	.....	.....	.....	.....	.....	.....	4	1,324
TRIPLE TIME										
Iron and Its Products.....	.....	.....	.....	.....	.....	.....	.....	.....	14	8,252
Machinery and Agricultural Implements.....	.....	.....	.....	.....	.....	.....	.....	.....	4	661
Other Iron and Steel Products.....	.....	.....	.....	.....	.....	.....	.....	.....	7	2,585
Other Metal Transportation Equipment.....	.....	.....	.....	.....	.....	.....	.....	.....	3	5,006
OTHER OVERTIME RATES										
Iron and Its Products.....	16	1,323	19	1,483	2	60	6	434	27	3,146
NO OVERTIME POLICY OR NO INFORMATION REPORTED										
Iron and Its Products.....	100	4,352	112	5,962	.....	.....	212	16,384	76	2,554
Total.....	776	159,450	776	159,450	183	24,502	959	183,952	959	183,952

(1) See footnote (1) Table IIIa.
(2) See footnote (2) Table IIIa.

TABLE IVa.—VACATIONS WITH PAY, BY REGION, IN THE IRON AND ITS PRODUCTS INDUSTRY, OCTOBER 1949

Length of Vacation and Service Requirements	CANADA			Maritime Provinces		Quebec		Ontario		Prairie Provinces		British Columbia	
	Establish-ments	Workers		Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers
INITIAL VACATION													
<i>One Week or Equivalent</i>	904	180,041		36	11,052	168	35,530	550	123,227	53	4,347	99	5,885
One week after:													
No specified service.....	36	5,019	3	1		6	1,544	26	3,372	1	37	2	63
Less than one year.....	60	10,686	5	5	1,586	3	2,861	43	4,589	5	683	4	967
One year.....	767	132,816	27	27	9,309	148	28,011	459	107,959	47	3,627	86	3,910
Other.....	4	1,008		1	53		266					2	690
2 per cent of earnings.....	29	10,089	1	1	76	1	2,835	20	7,168	7		10	10
3 day per month.....	8	422	1	25		1	13	2	139			4	245
<i>Two Weeks or Equivalent</i>	42	3,572	4	845		2	111	15	1,151	14	1,136	7	329
Two weeks after:													
No specified service.....	2	183		1	146			1	37				
One year.....	36	2,997	3	699		2	111	11	941	14	1,136	6	110
Other.....	2	267						1	48			1	219
4 per cent of earnings.....	2	125						2	125				
<i>Other Vacation Periods</i>	1	6										1	6
Total.....	947	183,619		40	11,897	168	35,641	565	124,378	67	5,483	107	6,220
MAXIMUM VACATION													
<i>Two Weeks or Equivalent</i>	437	95,696		9	3,074	67	17,115	297	70,493	47	4,093	17	921
Two weeks after:													
Less than 2 years.....	15	1,354						9	834	4	442	2	78
2 years.....	24	2,457				6	522	16	772	22	1,163		
3 years.....	44	6,126				4	591	16	3,890	3	65		
5 years.....	304	75,404	7	1	1,580	47	13,610	222	57,537	17	2,256	11	583
6 to 9 years.....	14	1,273				3	567	10	680			1	26
10 years.....	19	1,540				4	522	12	688	1	167	2	163
Other.....	7	394				2	82	4	241			1	71
4 per cent of earnings.....	10	7,148		1	76	1	1,221	8	5,851				
<i>Three Weeks or Equivalent</i>	113	58,480		3	5,324	18	9,273	37	43,718	1	96	4	69
Three weeks after:													
15 years.....	9	522						7	513			1	3
20 years.....	5	1,195				1	140	4	1,055				
25 years.....	27	7,963				3	480	23	7,454			1	29
Other.....	68	48,272	3	5,324		13	8,647	50	34,174	1	96	1	31
6 per cent of earnings.....	3	353						2	347			1	6
6 per cent of earnings.....	1	175						1	175				
<i>Four Weeks after 25 years</i>	9	3,169		1	13	2	1,001	5	1,878			1	277
<i>Other Vacation Periods</i>	1	105				1	105						
<i>No Increase for Longer Service</i>	387	26,169		27	3,486	80	8,147	176	8,289	19	1,294	85	4,953
Total.....	947	183,619		40	11,897	168	35,641	565	124,378	67	5,483	107	6,220

Note: Twelve establishments did not report information on vacations with pay.

TABLE IVb.—VACATIONS WITH PAY, BY INDUSTRY, IN THE IRON AND ITS PRODUCTS INDUSTRY, OCTOBER 1949

Length of Vacation and Service Requirements	Iron and Its Products		Primary Iron and Steel		Machinery and Agricultural Implements		Other Iron and Steel Products		Motor Vehicles, Including Parts and Accessories		Other Metal Transportation Equipment	
	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers
INITIAL VACATION												
One Week or Equivalent.....	904	180,041	18	24,865	190	33,872	537	55,031	68	37,347	91	28,926
One week after:												
No specified service.....	36	5,019			4	325	23	1,892	5	1,338	4	1,464
Less than one year.....	60	10,686			14	1,758	33	2,655	4	1,231	9	5,082
One year.....	767	152,816	17	24,806	167	31,125	460	48,583	55	31,382	68	16,917
Other.....	4	1,009			1	266						743
2 per cent of earnings.....	29	10,089			3	361	18	1,715	3	3,382	5	4,633
½ day per month.....	8	422	1	59	1	87	3	183	1	13	2	130
Two Weeks or Equivalent												
Two weeks after:	42	3,572	1	455	12	870	26	1,981	2	47	1	219
No specified service.....	2	183					2	183				
One year.....	36	2,997	1	455	12	870	21	1,625	2	47		
Other.....	2	267					1	48			1	219
4 per cent of earnings.....	2	125					2	125				
Other Vacation Periods												
Other Vacation Periods.....	1	6									1	6
Total.....	947	183,619	19	25,320	202	34,742	563	57,012	70	37,394	93	29,151
MAXIMUM VACATION												
Two Weeks or Equivalent.....	437	95,696	4	420	91	8,555	252	31,717	51	35,243	39	19,781
Two weeks after:												
Less than 2 years.....	15	1,354			3	227	10	1,035	1	25	1	37
2 years.....	44	2,457			7	434	31	1,829	3	139	3	255
3 years.....	24	6,121			5	220	16	4,162	3	52	1	1,580
5 years.....	304	75,404	1	112	64	6,896	168	22,350	40	31,467	30	11,490
6 to 9 years.....	14	1,273	2	201	3	168	9	1,031	2	74		
10 years.....	19	1,540			6	288	11	1,983	1	167	1	102
Other.....	7	394	1	107	1	114	3	133	1	40		
4 per cent of earnings.....	10	7,148			1	188	4	364	2	3,279	3	3,317
Three Weeks or Equivalent												
Three weeks after:	113	58,480	11	22,671	32	20,150	55	11,728	7	1,731	8	2,200
10 years.....	9	522			4	384	4	29	1	103		
15 years.....	5	1,195			2	1,013	3	182				
20 years.....	27	7,963	2	3,599	7	1,171	14	1,941	1	38	3	1,211
25 years.....	68	48,272	9	19,072	19	17,582	31	9,054	5	1,581	4	941
Other.....	3	353					2	347			1	6
6 per cent of earnings.....	1	175					1	175				
Four Weeks after 25 years												
Four weeks after 25 years.....	9	3,169	2	1,715	2	221	5	1,233				
Other Vacation Periods												
Other Vacation Periods.....	1	105			1	105						
No Increase for Longer Service.....	387	26,169	2	514	76	5,731	251	12,334	12	420	46	7,170
Total.....	947	183,619	19	25,320	202	34,742	553	57,012	70	37,394	93	29,151

Note: Twelve establishments did not report information on vacations with pay.

TABLE Va.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR, BY REGION, IN THE IRON AND ITS PRODUCTS INDUSTRY,
OCTOBER 1949

Number of Statutory Holidays Observed	CANADA		Maritime Provinces		Quebec		Ontario		Prairie Provinces		British Columbia	
	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers
None.....	1	19	.....	.....	.....	19	.....	.....	.....	.....	.....	.....
2-4.....	14	497	.....	46	.....	155	7	289	.....	.....	.....	7
5.....	17	1,156	.....	39	.....	878	8	239	.....	.....	.....	86
6.....	116	17,089	.....	3	.....	1,802	85	14,441	.....	.....	.....	5,263
7.....	(1)128	32,216	.....	6	.....	10,887	66	19,486	.....	4	542	358
8.....	(2)454	112,882	.....	17	.....	18,906	347	85,718	.....	8	377	59
9.....	159	14,564	.....	17	.....	1,115	49	4,050	.....	22	1,855	15
10.....	35	3,564	.....	3	.....	454	3	104	.....	16	1,289	68
More than 10.....	32	1,581	.....	1	.....	1,026	1	70	.....	10	1,017	11
No information reported.....	3	414	.....	.....	.....	399	.....	.....	.....	7	403	1
Total.....	959	183,952	.....	51	.....	35,641	566	124,397	.....	67	5,483	107
Number of Statutory Holidays Paid For Although Not Worked												
None.....	281	16,749	.....	32	.....	3,750	111	4,754	.....	13	938	70
1.....	25	1,519	.....	1	.....	292	16	746	.....	3	437	2
2.....	61	6,163	.....	3	.....	1,477	33	4,267	.....	7	206	41
3.....	37	8,876	.....	2	.....	6,037	10	613	.....	.....	.....	.....
4.....	(3)57	5,174	.....	.....	.....	1,531	(3)40	2,879	.....	9	733	14
5.....	(4)44	4,181	.....	1	.....	1,070	32	2,780	.....	(4)3	266	2
6.....	178	59,081	.....	5	.....	5,103	139	51,034	.....	14	2,254	4
7.....	57	9,926	.....	.....	.....	5,751	35	3,911	.....	3	142	360
8.....	172	68,413	.....	2	.....	9,946	133	53,004	.....	8	326	3
9.....	20	2,654	.....	3	.....	1,595	11	186	.....	1	14	834
10.....	12	374	.....	1	.....	127	2	99	.....	4	119	6
More than 9.....	15	842	.....	1	.....	532	4	124	.....	2	48	108
No information reported.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	959	183,952	.....	51	.....	35,641	566	124,397	.....	67	5,483	107
												6,220

(1) One establishment observed 7½ statutory holidays.

(2) One establishment observed 8½ statutory holidays.

(3) One establishment paid for four and eight statutory holidays after two and five years of employment.

(4) One establishment paid for 5½ statutory holidays.

TABLE Vb.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR, BY INDUSTRY, IN THE IRON AND ITS PRODUCTS INDUSTRY,
OCTOBER 1949

Number of Statutory Holidays Observed	Iron and Its Products		Primary Iron and Steel		Machinery and Agricultural Implements		Other Iron and Steel Products		Motor Vehicles, including Parts and Accessories		Other Metal Transportation Equipment	
	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers
None.....	1	19			1	19						
2-4.....	14	497			3	131	9	211	1	48	2	117
5.....	17	1,156	1	107	3	590	12	449			10	1,159
6.....	116	17,059			21	1,997	62	6,220	22	7,609	15	3,703
7.....	(1)128	32,216	1	74	26	5,752	83	7,221	7	15,540	(1)12	
8.....	(2)454	112,882	15	24,405	100	23,820	(2)270	35,415	28	13,190	41	16,052
9.....	159	14,564	2	734	29	1,233	97	5,724	6	823	25	6,080
10.....	35	3,564			8	609	21	1,213	2	74	4	1,688
More than 10.....	32	1,581			11	537	15	629	4	110	2	305
No information reported.....	3	414			1	77					2	337
Total.....	959	183,952	19	25,320	203	34,765	569	57,082	70	37,394	98	29,391
Number of Statutory Holidays Paid For Although Not Worked												
None.....	281	16,749	2	166	52	2,983	176	8,403	9	221	42	4,976
1.....	25	1,519			10	1,133	14	322	1	64		
2.....	61	6,163			14	1,404	37	2,085	2	130	8	2,544
3.....	37	8,876			6	1,494	14	2,955	5	276	12	7,151
4.....	(3)37	5,174			9	1,305	41	2,976			(3)7	893
5.....	(4)44	4,181			11	677	(4)31	3,351	1	101	1	82
6.....	178	59,081	4	1,274	32	5,802	100	16,697	35	33,954	7	1,354
7.....	57	9,926			11	3,264	42	4,391	3	384	1	1,887
8.....	172	68,413	13	23,880	45	17,332	94	17,368	9	2,133	11	7,700
9.....	20	2,654			5	93	11	137			4	2,424
More than 9.....	12	374			4	109	3	139	3	83	2	43
No information reported.....	15	842			4	169	6	258	2	48	3	367
Total.....	959	183,952	19	25,320	203	34,765	569	57,082	70	37,394	98	29,391

(1) One establishment observed 7½ statutory holidays.

(2) One establishment observed 8½ statutory holidays.

(3) One establishment paid for four and eight statutory holidays after two and five years of employment.

(4) One establishment paid for 5½ statutory holidays.

EMPLOYMENT CONDITIONS DURING JUNE, 1950

Employment continued to expand during June as the tempo of outdoor work picked up. Out of a labour force estimated at nearly 5,200,000, 205,000 persons remained registered for work with the National Employment Service at the month's end. Farm and construction work took on large numbers of workers during the month but, in addition, logging was unusually active. Secondary and tertiary industries also benefited from this increased activity in the basic industries and were adding to their staffs.

Employment conditions improved during June due to continued expansion in outdoor work as well as to a strengthening in export market conditions. The number of unemployed decreased rapidly during the month. Among those registered for work with the National Employment Service, there was a drop of 35,000, from 240,000 to 205,000. In spite of this labour surplus, a large part of which was due to workers moving from job to job, shortages of workers began to appear in the construction and agriculture industries.

The upturn in the American economy this year has had important effects in Canada. In particular, the American market for lumber, pulp and paper and mineral products has been strong. In the first five months of 1950, exports to the United States were 26 per cent above the 1949 in value. Although this increase has been offset in part by reduced sales in the United Kingdom market, total exports are holding up well. In addition, the heavy construction program and high level of domestic purchasing power are important factors in maintaining employment, in such consumer industries as food, automobiles and parts and electrical apparatus.

Despite the seasonal improvement and the generally favourable export market conditions, there remained a substantial number of persons on the labour market in June who were either seeking work or only partially employed. Unskilled workers formed a large part of this group, both among men and women workers. Among the skilled and and semi-skilled occupations in the textile and iron and steel industries, in which lay-offs and short-time work were prominent last winter, job openings were still scarce. Considerable numbers of white collar workers,

including general office workers, bookkeepers, stenographers and salesmen, also remained unemployed. In construction work, some skilled tradesmen had not found work by June and the surplus of unskilled labour was greater than last year.

Industrial Analysis

Total employment in the **manufacturing** industries during the first half of 1950 was running slightly below the level of the same period in 1949. The Dominion Bureau of Statistics index of manufacturing employment at May 1 was 119·5 (June 1, 1941 = 100) as against 121·0 at May 1, 1949. Short-time work, and periodic lay-offs which have been more evident this year, do not always show up in these indexes, however.

Employment gains have been recorded in such industries as food products, automobiles and parts, chemicals, electrical apparatus, and non-metallic mineral products. The high level of production in most of these industries is based on strong domestic markets. The more important of these employment increases have been shown on the accompanying chart.

Losses in employment have been particularly heavy in some sections of the iron and steel industries. Reported employment in this section of the manufacturing group has shown a drop of nearly 20,000 in the past twelve months. The only industry in this group in which employment has increased is automobiles and parts. Production in the three basic iron and steel producers has been maintained at capacity. In the other groups, particularly industries producing agricultural implements, shipbuilding and machinery, fairly substantial declines in employment have occurred.

REGIONAL EMPLOYMENT TRENDS

(1941 = 100)

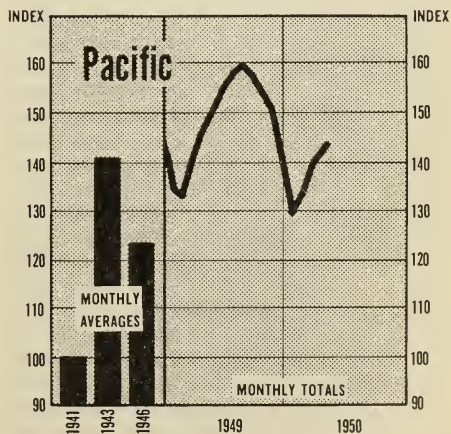
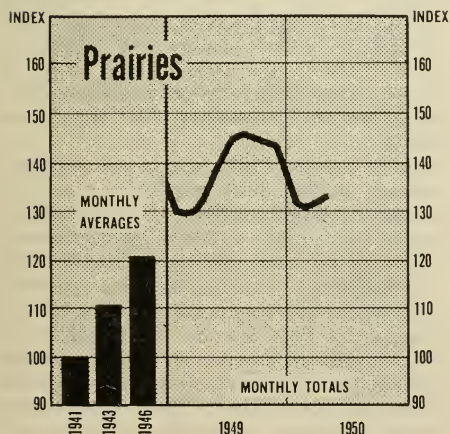
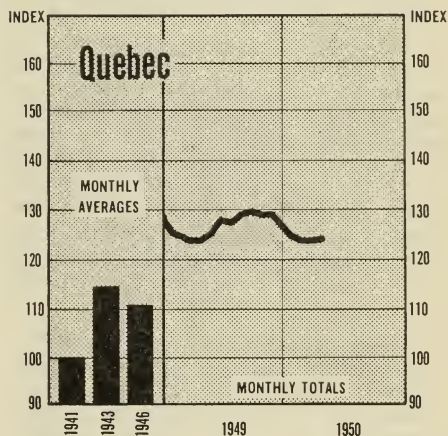
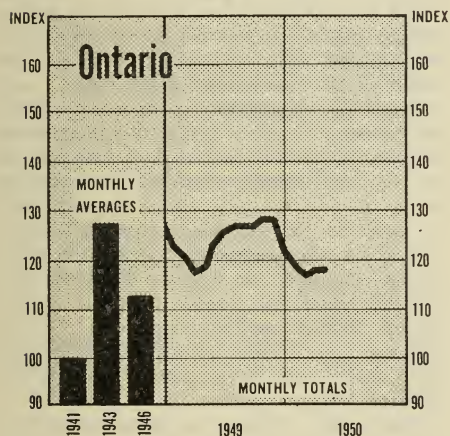
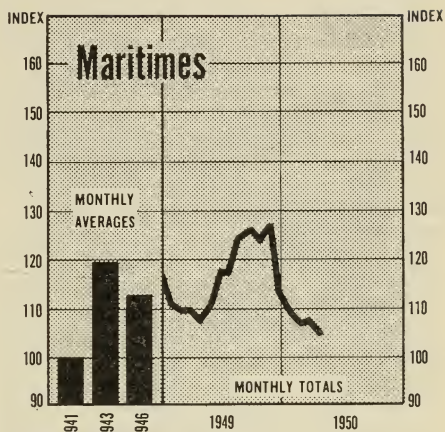
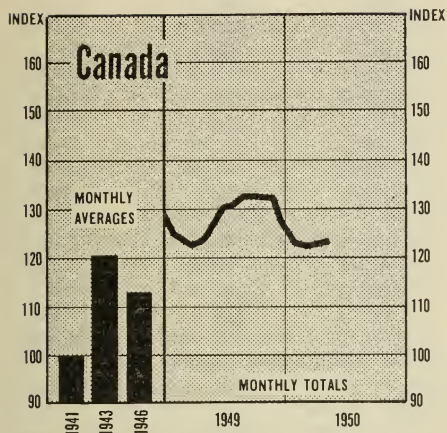


Table I—Indexes of Employment in the Manufacturing Industries at May 1, 1949 and 1950
(Base: June 1, 1941=100)

Industry	May 1, 1950	May 1, 1949	Per cent change
Edible animal	126·1	124·9	+1·0
Edible plant	130·8	125·9	+3·9
Leather	105·0	109·8	-4·4
Lumber	118·4	116·9	+1·3
Pulp and Paper	139·2	138·0	+0·9
Rubber	124·9	124·0	+0·7
Textiles	117·5	117·9	-0·3
Chemicals	99·6	97·8	+1·8
Electrical apparatus	172·5	167·1	+3·2
Iron and steel—			
Crude, rolled, forged	131·8	143·2	-8·0
Machinery	107·4	116·3	-7·7
Agricultural implements	189·6	207·3	-8·5
Automobiles and parts ¹	123·0	118·9	+3·4
Shipbuilding	75·1	79·9	-6·0

¹Estimate

Shortage of experienced men was a limiting factor in production in the **logging** industry in both Eastern Canada and on the West Coast during June. More summer cutting is being done in the East this year, as demand for lumber and newsprint remains strong and inventories are short, but qualified men available for work are scarce. River driving was being completed by the end of June and labour requirements were chiefly for cutters, peelers and sawmill hands. The following table shows the trend of employment amongst member companies of the Canadian Pulp and Paper Association.

Date	1950	1949
June 3	19,729	19,781
June 10	19,922	18,751
June 17	20,408	17,604
June 24	20,473	16,845
July 1	20,609	15,730

These data show that logging employment expanded steadily during the month of June. This was in contrast to the downward movement of employment which took place in June, 1949. The figures given cover only part of the industry, those loggers employed by member companies of the Association, but it seems likely that employment in the industry as a whole would follow the same trend, as jobbers in all logging areas were seeking men during the month. Labour turnover was reported as high during June, partly because of workers leaving for jobs in other industries and also because of the fly season and hot weather. Some 32,000 workers in the Pacific area will benefit from a new collective agreement reached during June after the union, the International Woodworkers of America, had threatened strike action. The settlement

calls for a 12½ cent an hour increase across-the-board and a 40 hour five-day week. Other clauses include maintenance of membership and time and a half for Saturday and Sunday work. The basic wage in the industry will now be \$1.20½ per hour. Although the supply of year-round labour for **farming** has been better this year, farm help during June was in short supply in some areas. Employment opportunities in other industries, particularly logging and construction, have drawn off a large number of workers who might have taken farm jobs, particularly since the wages paid in agriculture are generally lower. Monthly wages offered in most regions were in the \$75 to \$100 per month range plus board, which, in combination with the long hours, have failed to attract many workers. There was a drop in the demand for help after the completion of seeding about the middle of June. This was particularly noticeable in the Prairies, where labour requirements for crops other than grain are light. Late in the month, such crops as berry-picking in British Columbia and haying in Eastern Canada, required large numbers of men. There were two particular areas of labour shortage during June which were supplemented by large numbers of outside workers. In Ontario, the annual organized movement of harvesters from the Prairies and the Maritimes was under way, although some difficulty was being experienced in securing the 1,000 or more men needed. In the Prairies, the number of persons willing to make the trip was small, as wages in local farm work were higher than the minimum offered in Ontario. A satisfactory number of workers were obtained in the Maritimes, however.

In British Columbia, berry pickers were required for the lower mainland crop. These requirements were met by movements of workers, mainly women, within the province.

Additions to the farm labour force through immigration have been fewer this year than in 1949. The total number of immigrants of the farming class admitted in the first five months was 6,600, as against 8,600 in the comparable period last year. In part, this is due to the fact that fewer D.P.'s have been requested by farmers, to be brought in by the Department of Labour. Requirements, for beet work have been substantial however, with nearly 700 persons brought in for this work in the first five months of 1950.

Qualified tradesmen were being rapidly absorbed in the **construction** industry during June and labour shortages were developing among the skilled trades. Among unskilled labour, however, there was a greater surplus than at the same time in 1949.

The most recent employment data issued by the Dominion Bureau of Statistics, which are for May 1, show that reported employment in the industry was fractionally below that of last year. Expansion in employment in the building trades has been offset by declines in the two other major sectors, railway and highway construction.

Index of Construction Employment¹
(June 1, 1941=100)

	May 1, 1950	May 1, 1949
All construction and maintenance	112.7	113.7
Building	157.2	150.5
Highway	88.9	95.3
Railway	78.1	82.6

¹In establishments employing 15 persons or more.

Further expansion in highway construction during the season is indicated by a heavy increase in the value of contracts awarded for engineering work, which consists predominantly of road work. The six-month total in 1950 was \$101 millions, as against \$79 millions last year. Building construction is also above 1949 levels in the residential, industrial and business fields.

The labour market in the **mining** industry was highlighted by two local employment problems during June. The first was the movement of unemployed iron ore miners from Newfoundland to Northern Ontario and Manitoba hard rock mines. About 125 men were involved in the shifts. Most of them were young men, in their middle twen-

ties and thirties, from Portugal Cove and Bell Island, who plan to settle permanently in their new location.

In Alberta, suspension of mining at the Mountain Park Coal Co. mine at Cadomin was announced during June. It was estimated that about 130 men were affected, some of whom would be absorbed at Luscar or in new mines at Forestburg. In the same area during June, a fire at Brazeau Collieries at Nordegg threw a reported 450 men out of work and five men were lost in the workings of the Cadomin Coal Co. after a flood.

Activity in the western petroleum industry was picking up during June. Alberta, next to Texas, is the most active exploration area in the world. Some 3,000 persons are working with geological surface crews and geophysical parties; another 3,800 are operating drilling rigs; and some 2,000 are required to control existing wells and pipelines. In addition, about 1,250 men are being employed for a period of about 120 days, on the construction of the new pipeline to Superior.

Regional Analysis

Employment conditions in the *Atlantic* region continued to improve during June. The number of live applications on file with National Employment Service offices in the region declined to 40,600 at June 29, 22 per cent below the figure at June 1. Of the current total, over 16,900 were registered in Newfoundland, where the decline during June was 14 per cent.

Major factors in the improving situation during June were the continuing increase in construction, and especially building activity, principally in the three Maritime Provinces; the maintenance of strong domestic demand for lumber, and U.S. demand for both lumber and newsprint; and an upswing in fishing activity in Newfoundland, despite earlier inactivity that threatened the future of the 1950 fishery. In addition, seasonal manufacturing was generally reaching high levels of employment, the tourist trade began to pick up during the month, and there was greater activity and a brighter outlook in some shipyards. Shortages of construction skills appeared in more areas of the region, and experienced woods workers became increasingly difficult to find in several parts of New Brunswick.

In Newfoundland, a cod fishery perhaps equal to last year's is now predicted for the east and northeast shores and, at the end of June, preparation of about 30 schooners was being rushed to take advantage of the balance of the Labrador fishing season. The Fisheries Prices Support Board decision to buy balances of 1949 cod held by fishermen

may encourage still greater fishing activity, especially in conjunction with recently-announced federal government marketing arrangements for the 1950 catch, but these steps were made public too late to affect the June employment picture.

Under the influence of seasonally expanding activity, concentrated largely in construction, forestry and wood products, transportation and agriculture, employment in the *Quebec* region increased rapidly during the month of June. There was a 22 per cent reduction in the number of registrants on the rolls of National Employment Service offices throughout the region. At June 29, total registrations stood at 62,500, almost 18,000 less than at June 1.

Unusually strong demand for woods workers, originating not only locally but in Ontario and Maine as well, appeared in many areas of the region. Shortages of construction skills beset an increasing number of areas and were foreseen in others. Summer vacations brought temporary shut-downs to a variety of manufacturing industries, in many of which conditions were unsettled, with hirings and layoffs roughly offsetting one another, as in textiles and clothing. The leather and rubber industries remained largely on short time; but in many others, activity and employment maintained generally high levels or showed improvement over spring slackness.

More numerous job opportunities for men were accompanied in the Montreal area by a deteriorating employment situation for women. This condition was brought about by continued expansion in construction activity; an improvement in the heavy iron and steel industries, including shipbuilding and foundries; intense market gardening activity, estimated to have employed 2,000 farmers and 10,000 labourers during June; hirings in primary textiles; and fairly strong Ontario and Maine demand for bush workers. On the other hand, reduced production in secondary textiles and leather products continued, retail trade was only slightly improved, and resorts were not hiring female help in the usual numbers.

In the *Ontario* region, continued expansion in agriculture, mining, lumber and pulp-wood cutting, construction and many branches of manufacturing brought further increases in employment during June. Particularly strong among manufacturing industries were demands for labour from saw-mills, automobile and auto parts firms, producers of heavy transportation equipment and rubber products. Short time continued on the other hand, in many foundries; while agricultural implements workers were laid off or put on short time, and short time and layoffs appear to have outweighed hirings

by textiles and clothing manufacturers. Some industries were planning to extend vacation shutdowns in the hope of avoiding short time or layoffs.

Increased demand for farm help appeared during the month, with a scarcity of experienced workers. The arrival of year-round farm help from Newfoundland and excursion harvesters from the Maritimes and the Prairies, relieved the demand to some extent. The larger packinghouses felt a slackening in livestock deliveries, and refrained from replacing normal separations, but smaller establishments continued active.

As a result of the net increase in employment opportunities arising from these conditions and from less marked or less general developments in other industries, registrations with National Employment Service offices in the region declined 12 per cent during June. The total number registered at June 29 was 48,200, about 6,800 less than at June 1. This is, however, considerably reduced from the May decline of 27,500, or 33 per cent.

The highest percentage decline in registrations with the National Employment Service during June (28 per cent) occurred in the *Prairie* region, where live job applications dropped from 39,300 at June 1 to 28,300 at June 29. This is the only region in which the proportionate improvement, as indicated by Employment Service data, was greater during June than in May.

Increased activity in the primary industries and in construction was responsible for most of the improvement in employment conditions in the Prairies during June. Crop prospects are good in Manitoba and improved during June in many parts of Saskatchewan and Alberta; but most demand for farm help has been satisfied until harvest time. The Manitoba harvest is expected to be unusually late this year, due to late seeding and prolonged cold weather, and the risk of frost damage is thus heightened. Due largely to shortages of woods workers and greatly increased cutting programs, it appears that some pulp cutting operators, especially in the Lakehead area, may fail to meet summer quotas, and that winter cutting programs may have to be enlarged. Response to recruiting for the Ontario harvest excursion has been light. The expansion of construction activity and employment, while nearing record levels in some areas, was slower than had been anticipated, due not to any scarcity of projects but to unfavourable weather, shortages of building materials and the effect of rising lumber prices in home building in particular. However, there was no significant surplus of construction workers, with spotty shortages of skills at some points.

Metallic mining in the region registered a steady demand for experienced miners, and coal mining operations in Alberta showed some improvement. Exploration for oil increased in both Saskatchewan and Alberta, where petroleum output expanded. Packing-house and flour mills were seasonally quiet during the month, clothing manufacture was picking up, and sawmills and woodworking plants were generally very active.

In the Lakehead area, excessive moisture hampered some pulp cutting operations during June, but also virtually eliminated the forest fire hazard. Drives in the Fort William district were moving toward completion during the month, and there was little other activity in the woods; but in Port Arthur, over 3,000 woods workers were employed on cutting, road and camp construction. The outlook for both areas is excellent, with Port Arthur operators planning to cut 50 per cent more than last year's one million cords, and to employ about 10,000, an increase of 2,500 over 1949. Mining activity in the area was generally steady. Wood products manufacturing was below 1949 levels in Fort William, where the situation is expected to deteriorate further. Pulp and paper mills were fully active with seasonally increased staffs. Kenora and Port Arthur reported building at levels well below the comparable period of 1949. Slack grain deliveries required less staff at elevators during June.

Livestock losses in the flooded sections of the Winnipeg area are estimated to have totalled between \$200,000 and \$400,000; and seeding continued until the end of June. Crop prospects are promising. The local fishery opened about two weeks later than usual, but there will be little demand for processing workers until the boats return. Woods workers have been moving in fair numbers to the Lakehead. Most manufacturing is now returning to normal operations, with employees gradually being recalled and general prospects for increased labour demand in the near future. Construction activity increased noticeably during the month, and shortages of construction manpower are foreseen shortly.

As measured by National Employment Service statistics, the *Pacific* region employment situation showed less improvement during June than that of any other region. Registrations with the Employment Service declined 3,200 to a month-end total of 25,058. This represents a drop of 11 per cent, as compared to the May decline in that region of 33 per cent, and indicates that peak activity is nearer in the Pacific than elsewhere in Canada.

During June, employment and economic conditions in the Pacific region faced two

major threats, neither of which ultimately materialized. The first was the possibility of strike action by coastal loggers over wages and hours of work, which occasioned a state of uncertainty and restlessness among woods workers and the community generally. Agreement was reached, and activity increased in the woods and in sawmills during the latter part of the month, with strong demand for increasingly scarce skilled workers. Shingle mills continued active, although a further increase in log prices was foreseen. The second threat was the prospect of floods, particularly in the Fraser valley. High waters have subsided, and this danger is now past.

The peak of activity in agriculture drew near during June, with berry picking getting under way, some haying begun and considerable employment in orchards, dairying and market gardening.

The end of a very successful halibut fishery—a record season both in quantities caught and prices obtained—saw preparations under way for the northern salmon fishery, which should soon provide considerably increased employment opportunities in processing. Coal production was considerably below 1949 levels, but base metal mining continued active and increased its demand for skilled miners, few of whom are available. Gold mining, both quartz and placer, was fully active during the period, and there was considerable activity in oil exploration. There was a slight increase in manufacturing employment, with demand exceeding supply in many skills, particularly among metalworkers and woodworkers.

In the construction industry, activity and employment in most areas of the region reached peak proportions, although there remained scattered pockets of unemployed construction workers at interior points. The increasing cost and scarcity of lumber caused a number of building projects to be delayed and others to be cancelled. There was little activity during June in steel shipbuilding, although wooden shipyards remained quite busy. Job opportunities were numerous for truck drivers, railway extra gang workers and seamen as transportation generally expanded. Wholesale and retail trade showed marked improvement during the month, but the volume of tourist trade was below expectations.

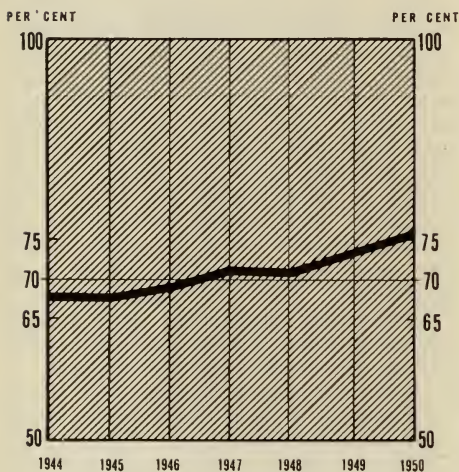
Employment Service Activities

The gradual extension of unemployment insurance to more and more Canadian workers has been one of the most significant events in the employment field during the past few years. The latest increase in coverage, which came into effect July 3, brought about 90,000 more workers under

the scope of the Unemployment Insurance Act. These were salaried workers earning from \$3,120 to \$4,800 a year, and were in addition to the approximate 40,000 workers in Eastern Canadian logging who become insured at April 1.

Almost 80 per cent of all wage and salaried workers are now protected by unemployment insurance. The most notable exceptions are farm workers, fishermen, employees in hospitals, domestic servants, teachers, various groups of government employees, and persons such as part-time workers, workers in certain seasonal industries and similar groups exempted under special orders.

PERCENT OF WAGE AND SALARIED WORKERS COVERED BY UNEMPLOYMENT INSURANCE



Except in the case of agriculture and fishing, workers in industries still not covered have not been subject to much unemployment in the postwar years. In agriculture, unemployment has largely been among seasonal workers and some degree of protection is afforded these workers by their off-season employment in insured industries such as construction and logging. Fishermen also in some cases are employed in insurable employment during part of the year.

The provision of supplementary unemployment insurance benefits will extend the payment of benefits during the winter months for many workers who have not sufficient contributions to cover them during the full period of their seasonal unemployment. This added protection fits the opera-

tion of the unemployment insurance scheme more closely to the peculiarities of the Canadian economy.

The large increase in benefit rates will not take place until July 1, 1951. At that time, the maximum benefits paid will be raised to \$21.00 and \$16.20, the higher rate being for workers with dependents. The present maximum benefit rates (about 70 per cent of insured workers fall into this class) are \$14.40 and \$18.30.

At this time of year, emphasis is shifting away from the unemployment insurance operations to the activities of the Employment Service. Employers are looking increasingly to the Employment Service to obtain suitable workers. Throughout June and continuing into July, there were more jobs available for men than there were at the same time in 1949. The increase in demand took place in all regions. The rise was not confined to any particular occupation but was fairly general among the unskilled occupations, in logging and the metalworking trades.

As a result, placement operations had reached a new postwar high for the time of year. During June, some 75,000 placements were effected by the 200 employment offices throughout Canada.

The number of applicants dropped sharply and by early July were nearing last year's level in the Ontario, Prairie and Pacific regions; in these regions, the increase over the year was almost entirely among women. It is significant that the overall decline in applicants in Canada was large during June and early July despite the registration of high school students at this time.

In contrast to the general buoyancy, the situation for women workers shows little improvement. There is about one female applicant to two male as against the ratio of one to three in the labour force as a whole. While this unemployment is not serious, since the majority of applicants are married and not usually dependent on employment for livelihood, it does indicate a sluggish development in the labour market. Industrial openings for women are particularly scarce. Skilled and semi-skilled female applicants have increased by over 100 per cent during the year; the rise has been particularly large in the textile trades. There are also many more women registered in the clerical, sales and service occupations. The increase in the labour supply has enabled employers to be much more selective in their hiring and because of the qualifications regarding age, experience and marital status many of the applicants are very difficult to place.

PRICES AND THE COST OF LIVING*

Cost of Living

The Dominion Bureau of Statistics cost-of-living index advanced a further 2.1 points between June 1 and July 3 to reach a new high of 167.5. This compares with an index level of 162.1 a year ago, 156.9 at July, 1948, and 135.9 at July, 1947. As has been the case for some months, higher food prices accounted for most of the latest increase, although rents were also a contributing factor. The food index rose sharply from 209.0 to 214.3, largely as a result of increases in meat, eggs, and potatoes. A considerable proportion of the price rise in these items was seasonal, particularly in the case of eggs which advanced 10.4 cents per dozen, and potatoes which rose 8.6 cents per 10 pounds. Average cent per pound advances in meats were 2.9 for beef, 6.0 for lamb, 1.0 for pork, and 1.2 for veal. The rent index moved from 132.7 to 134.9 reflecting the results of a June rent survey. Fuel and light rose 0.6 points to 137.7 following slight increases for coal and coke in some centres. The index of miscellaneous items strengthened 0.1 points to 132.5, the most notable advance in this group being gasoline prices in British Columbia. The indexes of clothing and homefurnishings and services remained unchanged at 180.7 and 166.9 respectively. Slight increases and decreases within these two groups counter-balanced each other.

From August, 1939, to July, 1950, the increase in the cost-of-living index was 66.2 per cent.

Cost of Living in Eight Cities

Sharp advances in food prices, mostly meats, were responsible for increases in the cost-of-living indexes for the eight regional centres during May. Other main groups moved narrowly except in Saint John where the imposition of a 4 per cent provincial sales tax was reflected in higher indexes for clothing and home furnishings and services. The rental indexes continued unchanged—the results of the June survey are to be incorporated in the July indexes.

Composite city index increases between May 1 and June 1, 1950 were as follows: Montreal 2.8 to 169.0; Saint John 2.4 to 161.8; Toronto 1.5 to 162.1; Halifax 0.9 to

156.4; Edmonton 0.9 to 161.3; Winnipeg 0.8 to 160.1; Vancouver 0.8 to 167.0 and Saskatoon 0.3 to 165.0. During the same period the Dominion index moved up 1.4 to 164.1.

Wholesale Prices, May, 1950

The general index of wholesale prices rose 1.7 points to 161.8 between April and May, 1950. All groups, except Non-metallic Minerals, recorded advances in this period. The most substantial increase was for Non-ferrous Metals which rose 6.7 points to 144.1. Wood Products rose 2.2 points to 194.7, followed closely by Vegetable Products and Textile Products with equal increases of 2.1 points to 148.5 and 164.5 respectively. Iron Products rose 1.2 points to 181.2. The remaining groups recorded only fractional changes, Chemical Products advancing 0.3 point to 117.5 and Animal Products 0.1 point to 166.9. Non-metallic Minerals receded 0.1 point to 140.1.

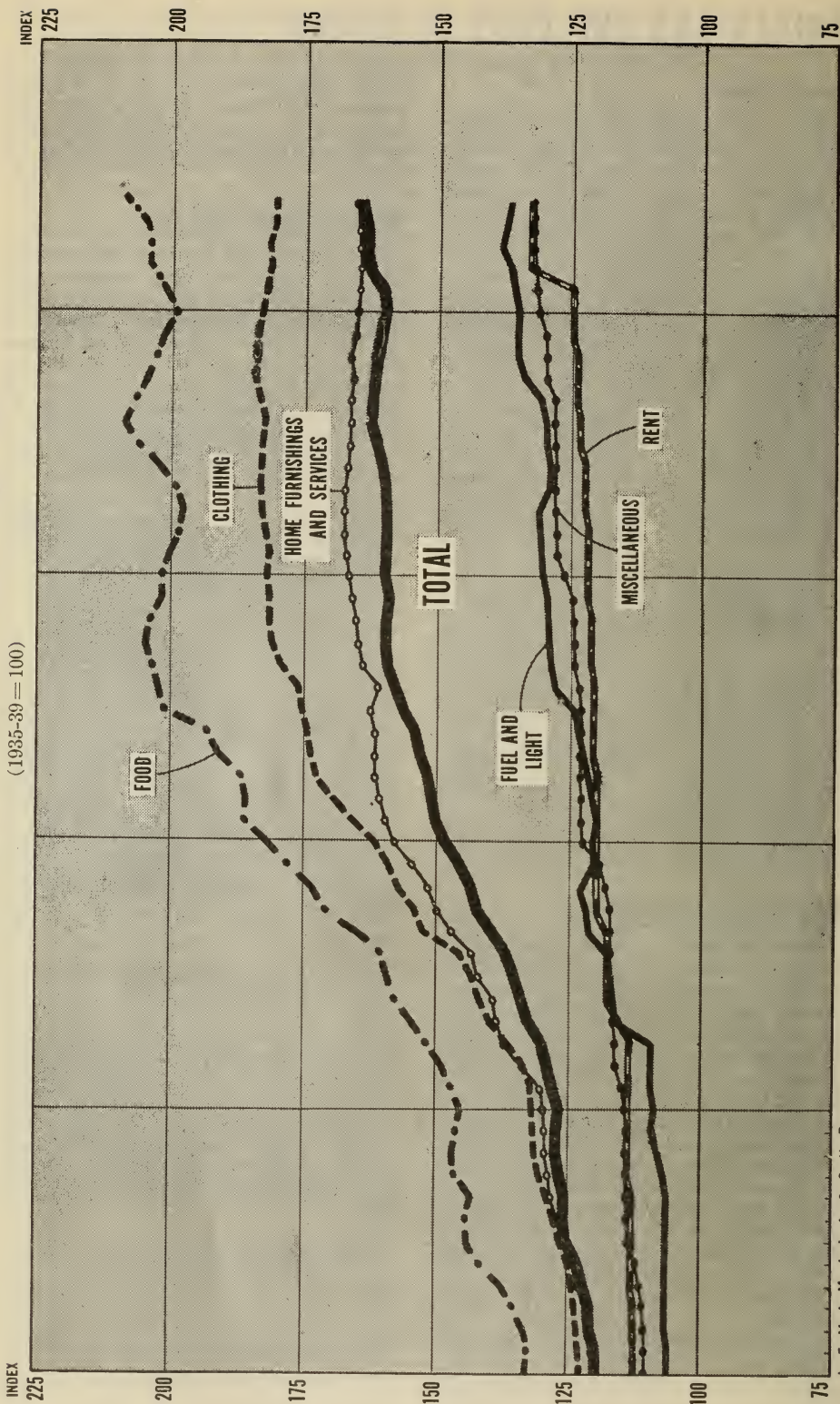
Among important commodities to record increases between April and May were the following: lemons 31.6 per cent, raw rubber 20.2 per cent, steel scrap 15.0 per cent, cocoa beans (African) 13.5 per cent, electrolytic zinc 11.6 per cent, worsted suiting 10.8 per cent, cedar shingles 10.8 per cent, bran 10.5 per cent, zinc sheet 10.3 per cent, pig lead 10.1 per cent. Declines were registered by the following commodities: shellac 22.6 per cent, lard 15.6 per cent, magnesium sulphate 14.1 per cent, butter 9.5 per cent, corn, Ontario yellow 8.0 per cent, nylon hosiery 5.3 per cent, tallow 5.2 per cent, raw sugar (BWI at Montreal) 4.7 per cent, cocoanut oil 4.5 per cent, coal, U.S. anthracite 4.2 per cent.

The wholesale price index of Canadian farm products rose 1.7 points to 150.1 between April and May. Animal Products rose 3.5 points to 190.9, reflecting gains in livestock, hides and skins, fresh milk and raw wool. Small increases in Field Products, with the exception of tobacco leaf, moved that index up 0.7 point to 125.8.

* See Tables F-1 to F-6.

COST OF LIVING IN CANADA FROM JANUARY 1946

(1935-39 = 100)



STRIKES AND LOCKOUTS*

Canada, June, 1950

Fewer workers were involved in work stoppages than in May but there were slight increases in the number of new strikes and in the time loss. Strike idleness in June, 1949, amounted to 141,000 days as compared with 30,000 days in June, 1950.

More than one-third of the time loss during the month was caused by a strike of plumbing supplies factory workers at two establishments in London, Ont. Other work stoppages causing the largest amount of time loss were: cotton and rayon underwear factory workers at Sherbrooke, P.Q., hardware factory workers at Peterborough, Ont., and hotel employees at Cornwall, Ont. There were two small strikes in the construction industry, one of bricklayers, masons and plasterers at Saint John, N.B., and one of painters and decorators at Regina, Sask.

Preliminary figures for June, 1950, show 27 strikes and lockouts in existence, involving 2,781 workers, with a time loss of 30,152 man-working days, as compared with 23 strikes and lockouts in May, 1950, with 3,488 workers involved and a loss of 23,874 days. In June, 1949, there were 28 strikes and lockouts, involving 11,511 workers, and a loss of 141,197 days.

For the first six months of this year there were 73 strikes and lockouts, with 16,259 workers involved and a time loss of 159,572 man-working days. For the similar period

last year there were 66 strikes and lockouts, involving 20,898 workers, and a loss of 671,732 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in June, 1950, was 0.04 per cent of the estimated working time; 0.03 per cent in May, 1950; 0.17 per cent in June, 1949; 0.03 per cent for the first six months of 1950; and 0.13 per cent for the first six months of 1949.

Of the 27 strikes and lockouts in existence during June, 1950, four were settled in favour of the workers, one in favour of the employer, three were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month 15 strikes and lockouts were recorded as untermiated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and textile products factory workers at St. Lambert, P.Q., August 29, 1949.

Great Britain and other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1950, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in April, 1950, was 115 and 15 were still in progress from the previous month, making a total of 130 during the month. In all stoppages of work in progress in the

period there were 34,700 workers involved and a time loss of 159,000 working days was caused.

Of the 115 disputes leading to stoppages of work which began in April, five, directly involving 2,200 workers, arose out of demands for advances in wages, and 36, directly involving 2,500 workers, on other wage questions; four, directly involving 100 workers, on questions as to working hours; 21, directly involving 3,500 workers, on questions respecting the employment of particular classes or persons; and 48, directly involving 6,900 workers, on other questions respecting working arrangements. One stoppage, directly involving 14,400 workers, arose out of the action of a trade union in expelling certain members.

* See Tables G-1 and G-2.

Final figures for 1949 show 1,426 work stoppages beginning in the year. There were 434,000 workers involved in all stoppages in progress during the year with a time loss of 1,807,000 working days. Comparable figures for 1948 show, 1,759 stoppages beginning in the year, 426,000 workers involved in all stoppages in progress, and a time loss of 1,935,000 working days.

United States

Preliminary figures for May, 1950, show 650 strikes and lockouts in effect during the month, in which 500,000 workers were

involved, with a time loss of 3,000,000 man-days. Corresponding figures for April, 1950, are 550 strikes and lockouts in effect, with 300,000 workers involved, and a time loss of 3,150,000 days.

It is reported that the work-stoppage record for the first five months of 1950 indicates about the same number of stoppages as in the corresponding periods of 1948 and 1949. A slightly larger number of workers were involved in 1950 than in either of the preceding two years. Idleness was double the 1949 figure and a little higher than in 1948. In all respects strike activity was much lower than in the corresponding period of 1946.

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The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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(Continued on p. 1222)

CURRENT LABOUR CONDITIONS

(Continued from page 1131)

index. Married women seeking work are likely to continue to be something of a special placement problem, as long as employers are selective in their hiring, and as long as industries such as textiles and hotels and restaurants which employ large numbers of women are operating below last year's level.

Further evidence of the general improvement in the employment situation is found in the latest figures on employment in the eight leading industries. For the first time this year, the index, at 128·4 on June 1, was slightly above that of the same month in 1949. The increase in employment of 3·9 per cent over the previous month is one of the highest on record for this time of year. Although construction, transportation, hotels and restaurants did not increase their employment as rapidly as is usual, the increase in logging, mining and communications was well above the average.

In the manufacturing industries, there was a considerable increase in employment in food, lumber, pulp and paper, and electrical apparatus. The primary iron and steel industry is producing close to capacity and expects to do so for the remainder of the year. Shortages of some skilled steel workers have been reported. Employment in the non-ferrous metal industries is also expanding, in response to the heavy demand from the United States.

The demand for farm labour is much greater than was originally anticipated, and shortages of experienced farm help are continuing in many parts of the country, particularly in Saskatchewan. Again this year, organized farm movements of farm workers were necessary to meet the demands for labour during the harvest season. Farmers in the prairie provinces have placed an advance order for 2,400 workers for the grain harvest.

As defence preparations are stepped up, the employment situation should continue to improve over the next few months, unless the threatened railway strike materializes. At the time of writing, negotiations are being continued in an effort to bring settlement before the strike deadline on August 22.

IN BRIEF . . .

The *cost-of-living index* advanced a further 2·1 points between June 1 and July 3, to reach a new high of 167·5. This compared with a level of 162·1 a year ago, 156·9 at July, 1948 and 135·9 at July, 1947. Higher food prices accounted for most of the latest increase, but rents were also a contributing factor. . . . *Car loading* on Canadian railways during the week ended July 29 reached a new peak for the period of 81,096 cars. Since the middle of May this year, the weekly volume has been well above both 1949 and 1948 levels. . . . *Canada's export trade* totalled \$291·8 million during June, in comparison with June, 1949 exports of \$257·4 million. Sales to the United States increased from \$115·6 million in June, 1949 to \$179·8 million in June, 1950 but sales to the United Kingdom were down during the period.

CURRENT LABOUR STATISTICS

(Latest available statistics as of August 10, 1950)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a).....	June 3	4,933,000	—	+ 0.1(b)
Persons with jobs (a).....	June 3	4,793,000	—	— 0.5(b)
Persons without jobs and seeking work (a).....	June 3	140,000	—	+25.5(b)
Registered for work, N.E.S.				
Atlantic Region.....	Aug. 3	27,798	—31.5	+23.4
Quebec.....	Aug. 3	49,604	—20.6	+23.2
Ontario “.....	Aug. 3	38,592	—19.9	+ 5.8
Prairie “.....	Aug. 3	21,415	—24.3	+18.3
Pacific Region.....	Aug. 3	20,657	—17.6	— 5.0
Total, all regions.....	Aug. 3	158,066	—22.7	+13.6
Ordinary claims for				
Unemployment Insurance benefits.....	July 1	109,433	—25.3	+36.1
Amount of benefit payments.....	June	\$6,378,926	—33.5	+55.1
Index of employment (June, 1941=100)				
(Eight leading industries).....	June 1	128.4	+ 3.9	+ 0.8
Immigration.....	May	8,362	+11.3	— 9.0
Industrial Relations				
Strikes and lockouts—days lost.....	July	50,750	—	—71.2(c)
No. of workers involved.....	July	6,379	—	—53.4(c)
No. of strikes.....	July	32	—	+22.5(c)
Earnings and Income				
Average weekly salaries and wages				
(Eight leading industries).....	June 1	\$44.61	— 0.9	+ 5.4
Average hourly earnings (mfg.).....	June 1	\$1.035	+ 1.1	+ 4.4
Average hours worked per week (mfg.).....	June 1	41.9	— 1.7	+ 2.7
Average weekly earnings (mfg.).....	June 1	\$43.37	— 0.6	+ 7.3
Cost of living index (average 1935-39=100).....	July 1	167.5	+ 1.3	+ 3.3
Real weekly earnings (mfg. Av. 1946=100).....	June 1	107.2(d)	— 1.0	+ 4.1
Total labour income.....	April	\$642,000,000	+ 1.4	+ 5.2
Industrial Production				
Total (Average 1935-39=100).....	May	195.6	+ 2.4	+ 4.0
Manufacturing.....	May	203.5	+ 2.2	+ 2.8
Non-durables.....	May	187.9	+ 1.8	+ 2.4
Durables.....	May	230.4	+ 2.8	+ 3.5
Trade				
Retail trade.....	May	\$694,900,000	+ 7.3	+ 6.1
Exports.....	June	\$289,200,000	+ 0.8	+13.4
Imports.....	June	\$282,800,000	— 2.6	+12.9

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs. June 3, 1950 excludes Manitoba.

(b) These percentages calculated on basis of 1949 figures excluding Newfoundland and Manitoba.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(d) Real weekly earnings adjusted for holidays.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1950		1949	1948	1944	1939
	June	May	May	May	May	May
Labour Force—						
Civilian labour force (1).....	000 4,933	5,108	4,899	4,825	†	†
Persons with jobs (1).....	000 4,793	4,796	4,700	4,669	†	†
Male (1).....	000 3,750	3,751	3,730	3,687	†	†
Female (1).....	000 1,043	1,045	970	982	†	†
Paid workers (1).....	000 3,386	3,397	3,291	3,245	†	†
Persons without jobs (1).....	000 140	312	199	156	†	†
Index of employment, 8 leading Industries (2).....	196.0	188.7	189.1	186.5	178.2	106.2
Unemployment in trade unions (3).....	% 4.4	3.2	3.1	0.9		15.7
Immigration.....	No. 6,939	8,362	9,184	9,460	783	2,253
Adult males.....	No. 2,899	3,655	3,987	4,141	233	674
Earnings and Hours—						
Total labour income.....	\$000,000		622	570	500	423
Per capita weekly earnings, 8 leading inds.....	\$ 44.61	44.99	43.19	39.70	32.26	†
Average hourly earnings, manufacturing.....	cents 103.5	102.4	98.6	89.4	†	†
Average hours worked per week, manufacturing.....	41.9	42.6	41.8	43.1	†	†
Real weekly earnings, manufacturing (4).....	107.2	(5) 108.3	105.7	102.8	†	†
National Employment Service—						
Live applications for employment (1st of month) (5).....	254.5	387.5	203.8	165.5	67.6	116.1
Unfilled vacancies (1st of month) (5).....	41.5	31.4	43.5	49.9	181.4	†
Placements, weekly average.....	18.6	18.8	16.8	16.4	†	†
Unemployment Insurance—						
Ordinary live claims.....	000 146.5	209.9	134.5	105.4	12.1	†
Balance in fund.....	\$000,000	581.0	537.5	459.2	203.4	125.8
Price Indexes—						
Wholesale (2).....	165.0	161.8	156.4	150.4	102.5	73.7
Cost of living index (5).....	165.4	164.0	159.5	153.3	119.2	100.6
Residential building materials (6).....	238.3	230.6	229.1	214.6	(5) 146.6	(5) 102.3
Production—						
Industrial production index (5).....		195.6	188.0	182.0	202.5	106.6
Mining production index (5).....			127.0	130.2	108.9	121.9
Manufacturing index (5).....			203.5	190.5	223.0	103.8
Electric power.....	000,000 k.w.h 4,305	4,417	4,271	4,073	3,585	2,333
Construction—						
Contracts awarded.....	\$000,000 164.7	112.0	106.0	139.9	31.7	18.4
Dwelling units, started.....	000 12.8		11.4	†	†	†
Completed.....	000 7.4		6.3	†	†	†
Under construction.....	000 58.1	50.8	48.1	39.2	†	†
Pig iron.....	000 tons 198.5	195.9	202.1	193.3	175.2	57.7
Steel ingots and castings.....	000 tons 276.4	290.9	293.2	289.6	263.4	121.4
Inspected slaughtering, cattle.....	000 95.4	102.8	102.6	96.1	101.9	72.6
Hogs.....	000 344.7	433.8	313.6	397.1	855.8	280.8
Flour production.....	000,000 bbls. 1.69	1.57	1.73	1.96	1.19	1.19
Newsprint.....	000 tons 441.0	459.9	442.7	388.5	262.5	250.0
Cement producers' shipments (10).....	000,000 bbls 2.1	1.5	1.4	0.7	0.6	
Automobiles and trucks.....	000 41.1	35.3	26.7	21.4	12.3	15.7
Gold.....	000 fine oz. 373.8	332.4	288.5	257.6	431.7	
Copper.....	000 tons 22.6	21.7	20.6	23.8	27.3	
Lead.....	000 tons 13.6	17.9	13.0	10.2	15.9	
Nickel.....	000 tons 11.0	11.2	11.4	12.0	10.8	
Zinc.....	000 tons 30.7	24.8	20.3	23.8	14.8	
Coal.....	000 tons 1,341	1,460	1,342	1,362	1,290	1,136
Crude petroleum.....	000 bbls. 1,718		917	852	713	
Distribution—						
Wholesale sales index, unadjusted (5).....		320.9	303.0	274.2	195.2	113.8
Retail sales.....	\$000,000 694.9		654.9	615.3	†	†
Imports, excluding gold.....	\$000,000 282.8	290.2	250.5	225.1	159.0	73.0
Exports, excluding gold.....	\$000,000 289.2	287.0	272.9	282.3	368.4	79.9
Railways—						
Revenue freight, ton miles.....	000,000		4,327	4,424	5,769	2,431
Car loadings, revenue freight.....	000 354	338	313	325	319	215
Banking and Finance—						
Common stocks, index (5).....	130.9	128.7	105.3	116.5	79.9	90.4
Preferred stocks, index (5).....	158.2	157.3	139.9	147.0	118.5	95.3
Bond yields, Dominion, index (5).....	90.2	90.2	94.4	95.3	97.2	97.8
Cheques cashed, individual accounts.....	\$000,000 10,045	7,990	6,915	6,446	6,653	2,839
Bank loans, current, public.....	\$000,000 2,234	2,085	1,858	1,117	822	
Money supply.....	\$000,000 4,479	4,155	3,970	(5) 3,153	(5) 1,370	
Circulating media in hands of public.....	\$000,000 1,138	1,155	1,110	865	(5) 281	
Deposits.....	\$000,000 3,341	3,000	2,860	(5) 2,163	(5) 1,089	

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available.

(1) Labour Force survey figures given are as at June 3, 1950, March 4, 1950, March 5, 1949, February 21, 1948. At June 3, 1950 Manitoba is not included due to flood conditions.

(2) Average 1926=100.

(3) Figures are as at end of quarter ending March 31, 1950, 49, 48, 44, and 1939 respectively.

(4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base; average for 1946=100.

(5) Average 1935-39=100.

(6) Year-end figures.

(7) Annual index.

(8) Real weekly earnings adjusted holidays.

(9) Newfoundland is included after April 1, 1949.

(10) Figures for 1939 and 1944 are production data rather than shipments.

A—Labour Force

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—Total.....	27,281	24,787	12,059	64,127
1948—January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
Total.....	39,044	32,957	23,216	95,217
1950—January.....	1,234	1,414	1,062	3,710
February.....	1,906	1,676	1,377	4,959
March.....	2,284	1,862	1,655	5,801
April.....	2,922	2,331	2,262	7,515
May.....	3,655	2,611	2,096	8,362
Total (5 months 1950).....	12,001	9,894	8,452	30,347
Total (5 months 1949).....	17,600	14,164	9,777	41,541

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,352
December.....	102	848	2,645	1,134	435	5,164
Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—January.....	115	641	1,988	703	263	3,710
February.....	127	874	2,694	779	485	4,959
March.....	145	1,103	3,049	1,063	441	5,801
April.....	257	1,033	3,838	1,811	576	7,515
May.....	261	1,658	4,209	1,652	582	8,362
Total (5 months 1950)...	905	5,309	15,778	6,008	2,347	30,347
Total (5 months 1949)...	1,145	7,696	21,644	7,767	3,289	41,541

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	273	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
December.....	1,016	228	397	180	132	1,953
Total.....	18,118	5,938	8,336	2,998	3,654	39,044
1950—January.....	483	152	278	180	141	1,234
February.....	970	252	386	160	138	1,906
March.....	1,162	278	492	181	171	2,284
April.....	1,773	239	522	216	172	2,922
May.....	2,224	407	586	266	172	3,655
Total (5 months 1950)...	6,612	1,328	2,264	1,003	749	12,001
Total (5 months 1949)...	8,560	2,573	3,903	1,305	1,259	17,600

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1948—Average.....	52	202	40	154	126	20	593
1948—April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642
1950—January.....	43	213	37	166	140	22	620
February.....	43	216	37	166	141	21	625
March.....	41	218	39	168	145	22	633
April.....	41	219	41	171	148	22	642

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At May 1, 21,306 employers in the eight leading industries reported a total employment of 1,977,777 and total payrolls of \$88,973,416.

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.						
				Employment			Payrolls			
	May 1 1950	Apr. 1 1950	May 1 1949	May 1 1950	Apr. 1 1950	May 1 1949	May 1 1950	Apr. 1 1950	May 1 1949	
	\$	\$	\$							
(a) PROVINCES										
Maritime Provinces.....	39-68	39-63	38-11	104-7	107-3	107-2	189-4	193-8	186-2	
Prince Edward Island.....	36-39	35-36	35-19	140-9	138-1	130-5	234-0	222-9	212-2	
Nova Scotia.....	40-71	40-42	38-19	97-0	99-5	101-7	174-4	177-5	171-2	
New Brunswick.....	38-51	38-83	38-16	115-5	118-6	115-0	213-2	220-8	210-9	
Quebec.....	42-89	43-00	41-59	117-7	117-5	118-5	210-8	210-8	205-7	
Ontario.....	46-58	46-37	44-54	124-6	124-3	124-1	214-6	213-0	203-8	
Prairie Provinces.....	44-50	44-85	42-73	133-1	131-4	132-9	223-7	222-7	214-4	
Manitoba.....	43-81	44-06	42-40	127-1	126-1	128-2	210-3	209-9	205-2	
Saskatchewan.....	43-01	43-48	41-41	117-3	114-8	120-1	194-4	192-2	191-9	
Alberta.....	46-02	46-43	43-80	151-1	149-1	147-2	259-8	258-6	240-7	
British Columbia.....	48-16	47-41	45-91	144-5	140-7	146-0	244-7	234-6	235-1	
CANADA.....	44-99	44-88	43-19	123-6	123-1	123-8	215-7	214-2	207-3	
(b) CITIES										
Montreal.....	43-44	43-34	42-04	132-8	131-3	132-1	225-4	222-3	216-8	
Quebec.....	37-02	36-87	35-60	113-1	109-8	116-8	202-7	196-2	201-5	
Toronto.....	46-20	46-03	44-15	136-3	135-0	131-4	235-2	232-3	216-2	
Ottawa.....	38-54	38-64	37-35	131-5	127-9	129-4	219-0	213-7	208-8	
Hamilton.....	48-55	48-29	47-39	122-9	121-2	124-5	216-2	212-1	214-7	
Windsor.....	54-07	54-09	51-12	113-8	114-6	124-1	165-3	166-8	170-4	
Winnipeg.....	40-76	40-79	38-91	130-4	129-7	132-3	208-5	207-4	202-0	
Vancouver.....	45-94	45-04	43-67	153-8	153-1	159-6	265-9	259-6	261-5	
Halifax.....	36-85	36-86	36-52	121-4	128-1	118-6	195-9	206-6	189-0	
Saint John.....	37-41	35-88	35-88	120-2	129-1	119-5	209-3	215-6	199-9	
Sherbrooke.....	36-89	37-06	36-49	115-8	114-8	118-0	206-2	205-4	207-5	
Three Rivers.....	41-28	42-66	42-03	130-0	121-0	129-1	206-8	199-0	209-1	
Brantford.....	45-90	46-11	44-61	135-0	133-7	132-7	251-2	251-0	234-7	
Kitchener-Waterloo.....	42-17	42-54	40-08	135-0	133-7	132-7	251-2	251-0	234-7	
London.....	43-15	42-59	40-94	156-5	155-6	148-8	265-3	260-4	239-4	
Port William-Port Arthur.....	46-60	45-93	44-95	68-7	69-9	78-5	122-8	123-2	132-9	
*St. Catharines.....	51-73	50-97	49-09	130-9	128-9	131-8	223-8	216-2	213-5	
Regina.....	40-00	39-25	38-12	130-9	128-9	131-8	223-8	216-2	213-5	
Saskatoon.....	38-49	38-96	36-90	149-3	143-9	144-9	262-4	256-0	243-8	
Calgary.....	43-62	43-48	41-62	146-5	143-1	139-9	253-5	247-0	231-2	
Edmonton.....	42-50	42-18	40-32	185-6	179-8	172-3	320-4	308-0	280-4	
Victoria.....	43-22	43-74	41-50	142-6	145-6	152-2	243-9	252-1	249-9	
(c) INDUSTRIES										
Manufacturing.....	46-34	46-20	44-43	119-5	119-3	121-0	213-3	212-3	207-1	
Durable Goods ⁽¹⁾	49-47	49-34	47-30	113-0	112-9	117-3	199-0	198-2	197-1	
Non-Durable Goods.....	43-20	43-06	41-49	123-7	123-5	122-8	226-9	225-8	216-6	
Electric Light and Power.....	51-27	51-05	48-30	162-2	160-2	158-5	264-4	259-9	243-0	
Logging.....	46-52	41-79	44-88	68-2	100-3	79-3	158-1	208-8	177-3	
Mining.....	54-11	54-25	50-39	103-5	103-3	96-7	175-3	175-4	152-6	
Communications.....	42-34	41-88	39-99	206-4	205-2	192-0	315-1	310-0	278-2	
Transportation.....	52-23	53-13	51-05	138-2	132-0	140-2	220-3	214-1	218-4	
Construction and Maintenance.....	43-14	43-50	40-95	112-7	107-4	113-7	210-9	202-7	202-2	
Services ⁽²⁾	29-92	29-64	28-30	144-1	141-5	143-9	260-0	253-1	245-7	
Trade.....	38-61	38-45	37-06	147-0	145-9	143-2	237-7	234-8	222-4	
Eight Leading Industries.....	44-99	44-88	43-19	123-6	123-1	123-8	215-7	214-2	207-3	
Finance.....	42-65	42-58	41-21	151-4	151-2	143-9	222-5	221-9	204-5	
Nine Leading Industries.....	44-88	44-77	43-10	124-7	124-1	124-6	216-0	214-6	207-2	

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4, with the exception of electric light and power.

(2) Consisting almost entirely of hotels and restaurants and laundries and dry-cleaning plants.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941
(Base:—June 1, 1941=100) (The latest figures are subject to revision) Source: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
June 1, 1941.....	100-0	100-0	100-0	\$ 25-25	100-0	100-0	100-0	\$ 25-57
May 1, 1946.....	110-9	137-6	126-9	32-05	110-8	137-1	126-1	32-24
May 1, 1947.....	117-6	163-7	142-1	35-89	116-5	162-7	141-8	36-27
May 1, 1948.....	122-1	188-0	157-2	39-70	120-1	188-7	159-5	40-78
Jan. 1, 1949.....	128-4	204-5	162-8	41-10	120-7	196-6	165-4	42-28
Feb. 1, 1949.....	124-8	207-6	170-0	42-92	120-6	205-3	172-7	44-17
Mar. 1, 1949.....	123-7	207-5	171-4	43-27	120-8	206-6	173-6	44-39
April 1, 1949.....	122-9	206-5	171-7	43-35	120-8	207-4	174-2	44-54
May 1, 1949.....	123-8	207-3	171-0	43-19	121-0	207-1	173-8	44-43
June 1, 1949.....	127-4	209-0	167-6	42-32	122-1	203-7	169-4	43-31
July 1, 1949.....	130-6	217-6	170-1	42-96	123-5	209-8	172-4	44-09
Aug. 1, 1949.....	131-3	218-9	170-3	43-01	122-9	208-5	172-2	44-04
Sept. 1, 1949.....	132-4	222-0	171-4	43-27	124-5	212-1	172-9	44-20
Oct. 1, 1949.....	132-4	223-8	172-5	43-55	124-2	214-4	175-4	44-84
Nov. 1, 1949.....	132-3	224-8	173-5	43-80	122-9	213-6	176-4	45-10
Dec. 1, 1949.....	132-2	224-7	173-5	43-81	121-7	212-9	177-5	45-38
Jan. 1, 1950.....	127-0	208-9	167-8	42-38	118-9	199-8	170-6	43-62
Feb. 1, 1950.....	122-6	209-2	174-2	43-99	118-4	207-2	177-7	45-43
Mar. 1, 1950.....	122-2	212-1	177-2	44-74	118-9	210-0	179-3	45-85
April 1, 1950.....	123-1	214-2	177-7	44-88	119-3	212-3	180-7	46-20
May 1, 1950.....	123-6	215-7	178-2	44-99	119-5	213-3	181-2	46-34

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average calendar year 1926=100) (The latest figures are subject to revision) SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
May 1, 1934.....	92-0	98-3	.....	.....	.....	85-5	98-5	85-4	.....	.....	.....	88-4
May 1, 1935.....	95-2	97-4	.....	.....	.....	89-7	101-7	87-9	.....	.....	.....	92-6
May 1, 1936.....	99-5	103-4	.....	.....	.....	96-4	103-4	92-7	.....	.....	.....	99-0
May 1, 1937.....	106-3	110-7	.....	.....	.....	105-2	111-2	93-2	.....	.....	.....	103-4
May 1, 1938.....	107-4	107-3	72-6	116-5	98-3	112-6	109-9	91-5	90-3	89-2	95-0	102-8
May 1, 1939.....	106-2	100-2	82-2	114-4	84-1	111-6	107-9	94-5	90-7	98-2	97-7	103-3
May 1, 1940.....	114-3	112-8	86-4	124-0	100-7	113-9	121-0	100-2	97-6	103-6	102-0	107-2
May 1, 1941.....	145-5	136-5	96-8	156-2	115-2	146-8	156-5	124-1	120-5	122-1	131-1	132-7
May 1, 1942.....	167-4	156-7	94-4	179-3	132-3	177-9	175-9	130-9	129-1	118-5	141-9	158-8
May 1, 1943.....	178-2	170-6	102-3	194-1	145-0	192-0	181-8	135-9	135-0	125-6	144-2	186-8
May 1, 1944.....	178-2	176-6	123-1	200-3	149-5	190-4	180-8	141-0	138-2	130-6	152-2	183-3
May 1, 1945.....	175-5	183-1	113-9	196-7	170-1	184-9	180-1	139-3	135-2	132-0	150-3	172-4
May 1, 1946.....	169-3	167-8	133-7	176-1	159-2	170-3	176-7	149-1	142-4	143-3	163-0	162-9
May 1, 1947.....	179-6	151-7	128-0	141-9	165-7	182-2	189-4	155-7	148-9	147-2	171-5	186-2
May 1, 1948.....	186-5	167-9	143-0	170-4	166-4	186-3	196-7	159-6	152-2	147-2	179-1	196-1
Jan. 1, 1949.....	196-0	177-2	151-8	178-2	177-6	198-2	206-1	173-9	162-4	158-0	201-8	192-4
Feb. 1, 1949.....	190-5	168-2	139-9	172-4	164-7	193-0	202-8	166-7	157-3	146-2	194-4	181-5
Mar. 1, 1949.....	188-9	167-1	139-1	170-3	164-8	190-2	201-8	165-6	156-4	145-9	192-3	179-6
April 1, 1949.....	187-6	167-4	163-0	173-1	160-5	184-8	200-2	166-0	155-4	146-8	194-6	188-8
May 1, 1949.....	189-1	163-3	139-8	170-7	155-2	186-4	200-1	170-5	159-9	153-0	198-0	196-9
June 1, 1949.....	194-5	169-0	151-2	176-4	160-7	194-6	202-4	177-4	163-7	165-1	206-3	204-7
July 1, 1949.....	199-5	187-4	152-8	202-0	176-6	198-0	206-4	181-8	168-0	167-3	212-2	209-1
Aug. 1, 1949.....	200-5	188-9	157-6	203-8	171-7	199-4	205-5	185-6	170-7	169-7	218-6	212-6
Sept. 1, 1949.....	202-1	190-4	165-3	205-7	172-1	199-5	208-3	186-6	171-7	169-9	220-0	215-1
Oct. 1, 1949.....	202-2	192-0	165-9	208-8	172-0	199-5	209-2	185-9	173-6	170-8	214-3	211-9
Nov. 1, 1949.....	202-0	188-6	165-0	206-1	167-5	202-0	208-6	185-2	173-1	171-8	212-3	208-7
Dec. 1, 1949.....	201-8	193-7	171-4	208-0	176-6	201-9	208-7	184-5	172-0	170-8	212-4	203-2
Jan. 1, 1950.....	194-0	172-9	157-7	173-7	172-9	191-4	205-1	178-3	166-5	160-5	207-7	193-2
Feb. 1, 1950.....	187-2	165-5	148-2	168-3	163-1	185-8	201-0	168-9	159-5	145-4	198-4	174-9
Mar. 1, 1950.....	186-6	162-3	141-6	165-3	159-8	183-8	200-3	167-7	157-3	144-8	198-3	181-9
April 1, 1950.....	187-9	163-5	147-9	167-0	160-0	184-8	200-5	168-6	157-3	146-2	200-5	189-8
May 1, 1950.....	188-7	159-5	150-9	162-9	155-8	185-2	201-0	170-8	158-5	149-5	203-2	194-9
Relative Weight of Employment by Provinces and Economic Areas as at May 1, 1950.....	100-0	6-3	0-2	3-5	2-6	28-6	43-3	12-2	5-4	2-2	4-6	9-6

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.								
				Employment			Payrolls					
	May 1, 1950	Apr. 1, 1950	May 1, 1949	May 1, 1950	Apr. 1, 1950	May 1, 1949	May 1, 1950	Apr. 1, 1950	May 1, 1949	May 1, 1950	Apr. 1, 1950	May 1, 1949
Manufacturing	46-34	46-20	44-43	119-5	119-3	121-0	213-3	212-3	207-1			
Animal products—edible.....	45-95	46-24	43-31	126-1	119-4	124-9	228-5	217-9	213-0			
Fur and products.....	42-82	41-95	39-90	133-9	131-8	141-6	214-2	206-6	211-2			
Leather products.....	32-73	33-29	32-84	105-0	106-9	109-8	182-6	189-2	190-3			
Boots and shoes.....	31-33	32-07	31-97	105-5	106-7	112-7	186-1	192-7	202-9			
Lumber and its products.....	40-72	40-79	39-21	118-4	117-8	116-9	221-7	221-1	211-7			
Rough and dressed lumber.....	42-22	42-19	40-40	113-4	112-4	109-5	224-4	222-1	207-7			
Furniture.....	39-26	39-39	38-29	158-2	160-3	151-9	226-3	230-2	214-1			
Other lumber products.....	37-23	37-62	36-48	101-9	100-5	113-4	204-6	204-0	223-9			
Plant products—edible.....	39-14	38-91	37-70	130-6	128-8	125-9	225-4	220-9	210-2			
Pulp and paper products.....	52-05	51-73	49-41	139-2	138-2	138-0	244-3	241-1	229-7			
Pulp and paper.....	58-31	58-23	56-04	123-7	121-1	127-5	228-6	223-4	226-3			
Paper products.....	42-79	42-36	39-95	167-7	168-1	159-5	296-6	294-4	263-7			
Printing and publishing.....	49-86	49-52	46-49	147-8	148-3	142-9	247-5	246-6	222-6			
Rubber products.....	47-09	46-88	44-99	124-9	125-9	124-0	250-9	251-7	237-9			
Textile products.....	36-06	36-39	35-03	117-5	118-9	117-9	221-2	225-8	215-9			
Thread, yarn and cloth.....	39-28	39-74	38-17	112-9	113-8	113-3	235-0	239-6	228-9			
Cotton yarn and cloth.....	38-43	38-87	37-06	97-2	97-3	94-8	193-7	196-0	182-0			
Woolen yarn and cloth.....	37-77	37-75	36-88	99-4	101-1	108-2	210-7	214-3	223-1			
Synthetic silk and silk goods.....	41-58	42-29	41-00	150-9	152-0	148-5	342-2	350-6	328-5			
Hosiery and knit goods.....	33-15	33-21	31-42	111-4	111-7	117-1	202-5	203-3	202-8			
Garments and personal furnishings.....	33-45	33-95	32-89	132-3	135-0	131-0	228-5	236-6	223-0			
Other textile products.....	38-68	38-34	37-27	94-3	95-1	94-9	180-6	180-5	175-0			
Tobacco.....	43-01	40-28	40-58	109-5	126-6	114-6	262-8	284-4	259-0			
Beverages.....	49-22	49-04	47-87	170-8	162-3	166-7	283-6	268-5	269-2			
Chemicals and allied products.....	49-70	49-33	47-67	99-6	99-1	97-8	181-7	179-4	171-5			
Clay, glass and stone products.....	47-87	47-71	45-07	143-3	140-7	142-3	278-6	272-6	260-9			
Electric light and power.....	51-27	51-05	48-30	162-2	160-2	158-5	264-4	259-9	243-0			
Electrical apparatus.....	50-25	49-83	47-96	172-5	170-9	167-1	324-6	318-9	299-7			
Iron and steel products.....	51-72	51-54	49-30	103-7	104-0	110-4	176-3	176-3	178-6			
Crude, rolled and forged products.....	54-42	53-77	52-50	131-8	130-4	143-2	194-8	190-4	203-8			
Machinery (other than vehicles).....	49-28	49-44	47-00	107-4	106-2	116-3	184-7	183-2	191-6			
Agricultural implements.....	51-56	51-19	51-33	189-6	190-5	207-3	362-1	361-1	393-9			
Land vehicles and aircraft.....	53-66	53-66	50-31	96-8	98-6	103-6	159-8	162-8	160-6			
Automobiles and parts.....	57-54	56-94	52-61	115-1	114-1	118-9	172-2	168-9	162-9			
Steel shipbuilding and repairing.....	48-12	47-72	47-77	75-1	73-8	79-9	120-4	117-5	127-4			
Heating appliances.....	44-71	44-95	43-58	145-0	142-9	148-0	244-6	242-2	244-1			
Iron and steel fabrication (n.e.s.).....	51-81	51-60	49-46	97-6	98-4	98-7	213-8	214-6	205-0			
Foundry and machine shop products.....	51-79	51-62	47-05	83-1	83-1	94-0	209-8	209-1	209-0			
Other iron and steel products.....	48-81	48-31	46-64	97-9	97-2	99-4	174-3	171-5	169-6			
Non-ferrous metal products.....	51-05	51-11	48-58	112-2	111-1	119-3	211-9	210-2	212-0			
Non-metallic mineral products.....	57-01	56-19	54-97	122-5	121-1	117-7	238-9	232-7	221-2			
Miscellaneous.....	39-28	39-36	38-38	161-2	160-4	150-0	282-1	281-4	271-8			
Logging	46-52	41-79	44-88	68-2	100-3	79-3	158-1	208-8	177-3			
Mining	54-11	54-25	50-39	103-5	103-3	96-7	175-3	175-4	152-6			
Coal.....	50-22	51-89	45-22	94-2	97-7	94-5	185-9	199-1	167-9			
Metallic ores.....	57-24	56-57	53-90	93-6	93-1	91-2	147-7	145-3	135-6			
Non-metallic minerals (except coal).....	51-46	51-64	48-16	166-5	158-9	123-9	315-7	302-5	220-2			
Communications	42-34	41-88	39-99	206-4	205-2	192-0	315-1	310-0	278-2			
Telegraphs.....	45-28	44-92	44-82	121-0	121-0	120-9	215-2	213-3	212-6			
Telephones.....	41-52	41-10	39-04	225-6	224-2	211-2	335-4	329-9	295-2			
Transportation	52-23	53-13	51-05	138-2	132-0	110-2	220-3	214-1	218-4			
Street railways, cartage and storage.....	47-54	47-40	45-86	154-9	153-6	154-1	252-8	250-0	242-3			
Steam railway operations.....	57-80	59-45	56-62	129-9	128-9	129-2	307-3	211-5	206-7			
Shipping and stevedoring.....	44-75	43-18	44-52	121-8	92-0	132-0	210-1	153-1	221-2			
Construction and Maintenance	43-11	43-50	40-95	112-7	107-4	113-7	210-9	202-7	202-2			
Building.....	47-06	46-77	44-79	157-2	149-8	150-5	258-6	244-9	235-9			
Highway.....	36-52	38-61	34-18	88-9	77-7	95-3	168-2	155-4	169-0			
Railway.....	43-15	41-81	42-91	78-1	86-5	82-6	170-0	182-4	178-8			
Services (as indicated below)	29-92	29-64	28-30	144-1	141-5	143-9	260-0	253-1	245-7			
Hotels and restaurants.....	27-43	27-24	26-41	148-8	146-2	147-9	270-1	263-5	258-5			
Personal (chiefly laundries).....	30-16	29-83	28-97	128-9	126-3	129-4	218-2	211-5	209-5			
Trade	38-61	38-45	37-06	147-0	145-9	143-2	237-7	234-8	222-4			
Retail.....	36-11	35-94	34-58	144-7	143-1	140-8	238-1	234-5	222-4			
Wholesale.....	44-97	44-77	43-34	156-6	156-4	152-7	236-7	235-3	222-5			
Eight Leading Industries	44-99	44-88	43-19	123-6	123-1	123-8	215-7	214-2	207-3			
Finance	42-65	42-58	41-21	151-4	151-2	143-9	222-5	221-9	204-5			
Banks and trust companies.....	38-09	38-14	37-11	160-7	160-6	152-8	234-9	235-0	220-6			
Brokerage and stock market.....	54-05	53-43	49-18	157-7	154-6	152-6	247-1	239-4	218-1			
Insurance.....	45-03	47-86	46-48	138-8	138-9	129-3	207-6	207-0	187-1			
Total—Nine Leading Industries	44-88	44-77	43-10	124-7	124-1	124-6	216-0	214-6	207-2			

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation, D.B.S.*

Industries	May 1, 1950				April 1, 1950		May 1, 1949	
	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	808,791	238,035	77.3	22.7	77.0	23.0	77.5	22.5
Animal products—edible.....	28,316	6,538	81.2	18.8	82.0	18.0	81.0	19.0
Fur and products.....	2,806	1,342	67.6	32.4	68.8	31.2	67.1	32.9
Leather and products.....	18,298	11,675	61.0	39.0	60.5	39.5	60.9	39.1
Boots and shoes.....	10,962	8,214	57.2	42.8	56.9	43.1	57.1	42.9
Lumber and products.....	73,138	6,565	91.8	8.2	91.7	8.3	91.6	8.4
Rough and dressed lumber.....	45,604	2,445	94.9	5.1	94.9	5.1	94.7	5.3
Furniture.....	17,008	2,140	88.8	11.2	88.8	11.2	89.2	10.8
Other lumber products.....	10,526	1,950	84.6	15.4	84.2	15.8	84.7	15.3
Plant products—edible.....	38,467	18,692	67.3	32.7	67.3	32.7	68.4	31.6
Pulp and paper products.....	91,002	22,354	80.3	19.7	79.8	20.2	80.3	19.7
Pulp and paper.....	44,726	7,576	94.8	5.2	94.7	5.3	94.6	5.4
Paper products.....	13,764	7,476	64.5	35.5	63.8	36.2	63.1	36.9
Printing and publishing.....	32,512	12,349	72.5	27.5	72.2	27.8	72.4	27.6
Rubber products.....	16,217	5,005	76.4	23.6	75.9	24.1	76.3	23.7
Textile products.....	75,897	89,039	46.0	54.0	46.0	54.0	45.4	54.6
Thread, yarn and cloth.....	39,373	21,434	64.8	35.2	64.7	35.3	63.6	36.4
Cotton yarn and cloth.....	14,927	9,042	62.3	37.7	62.2	37.8	61.4	38.6
Woolen yarn and cloth.....	8,378	5,840	58.9	41.1	58.6	41.4	57.8	42.2
Synthetic silk and silk goods.....	11,929	4,873	71.0	29.0	71.3	28.7	69.3	30.7
Hosiery and knit goods.....	8,450	15,251	35.7	64.3	35.9	64.1	35.1	64.9
Garments and personal furnishings.....	19,641	44,933	30.4	69.6	30.4	69.6	29.8	70.2
Other textile products.....	8,433	7,421	53.2	46.8	53.2	46.8	53.8	46.2
Tobacco.....	4,127	5,618	42.3	57.7	43.2	56.8	43.3	56.7
Beverages.....	17,492	2,310	88.3	11.7	89.3	10.7	87.4	12.6
Chemicals and allied products.....	33,477	10,320	76.4	23.6	76.2	23.8	76.1	23.9
Clay, glass and stone products.....	19,469	2,323	89.3	10.7	89.0	11.0	89.0	11.0
Electric light and power.....	29,053	4,341	87.0	13.0	86.8	13.2	87.6	12.4
Electrical apparatus.....	39,750	15,133	72.4	27.6	71.8	28.2	71.5	28.5
Iron and steel products.....	255,948	21,896	92.1	7.9	92.2	7.8	92.5	7.5
Crude, rolled and forged products.....	34,231	1,643	95.4	4.6	95.4	4.6	95.5	4.5
Machinery (other than vehicles).....	23,817	3,232	88.1	11.9	87.9	12.1	88.7	11.3
Agricultural implements.....	10,229	919	94.6	5.4	94.7	5.3	94.5	5.5
Land vehicles and aircraft.....	103,243	6,820	93.8	6.2	94.1	5.9	94.3	5.7
Automobiles and parts.....	39,993	5,133	88.6	11.4	89.1	10.9	89.2	10.8
Steel shipbuilding and repairing.....	14,306	517	96.5	3.5	96.8	3.2	96.6	3.4
Heating appliances.....	7,540	517	93.6	6.4	93.6	6.4	93.7	6.3
Iron and steel fabrication (n.e.s.).....	10,015	876	92.0	8.0	91.9	8.1	92.2	7.8
Foundry and machine shop products.....	7,612	379	95.3	4.7	95.3	4.7	95.6	4.4
Other iron and steel products.....	38,955	6,993	84.8	15.2	84.7	15.3	84.8	15.2
Non-ferrous metal products.....	39,764	6,075	86.7	13.3	86.2	13.8	86.5	13.5
Non-metallic mineral products.....	14,074	1,410	90.9	9.1	90.7	9.3	91.3	8.7
Miscellaneous.....	11,496	7,399	60.8	39.2	60.8	39.2	63.1	36.9
Logging	31,662	738	97.7	2.3	98.0	2.0	97.6	2.4
Mining	84,366	1,917	97.8	2.2	97.8	2.2	97.7	2.3
Coal.....	23,565	207	99.1	0.9	99.1	0.9	99.1	0.9
Metallic ores.....	43,831	834	98.1	1.9	98.1	1.9	98.0	2.0
Non-metallic minerals (except coal).....	16,970	876	95.1	4.9	94.8	5.2	94.5	5.5
Communications	25,868	29,773	46.5	53.5	47.3	52.7	48.1	51.9
Telegraphs.....	6,749	1,495	81.9	18.1	81.9	18.1	81.4	18.6
Telephone.....	16,646	27,296	37.9	62.1	38.8	61.2	40.7	59.3
Transportation	167,697	10,747	94.0	6.0	93.9	6.1	94.0	6.0
Street railways, cartage and storage.....	57,755	4,355	93.0	7.0	93.0	7.0	93.3	6.7
Steam railway operation.....	83,789	5,222	94.1	5.9	94.2	5.8	94.1	5.9
Shipping and stevedoring.....	26,153	1,170	95.7	4.3	95.4	4.6	95.6	4.4
Construction and Maintenance	203,496	4,804	97.7	2.3	97.6	2.4	97.9	2.1
Building.....	106,269	3,327	97.0	3.0	96.8	3.2	97.2	2.8
Highway.....	63,592	1,328	98.0	2.0	97.7	2.3	98.1	1.9
Railway.....	33,635	149	99.6	0.4	99.6	0.4	99.7	0.3
Services (as specified below)	37,702	37,623	50.1	49.9	50.1	49.9	48.5	51.5
Hotels and restaurants.....	22,912	21,592	51.5	48.5	51.5	48.5	50.3	49.7
Personal (chiefly laundries).....	7,555	12,138	38.4	61.6	38.5	61.5	39.0	61.0
Trade	185,048	109,530	62.8	37.2	63.1	36.9	61.2	38.8
Retail.....	120,562	90,831	57.0	43.0	57.4	42.6	55.2	44.8
Wholesale.....	64,486	18,679	77.5	22.5	77.4	22.6	76.6	23.4
Eight Leading Industries	1,544,630	433,147	78.1	21.9	78.1	21.9	78.3	21.7
Finance	49,180	44,582	52.5	47.5	52.6	47.4	53.0	47.0
Banks and trust companies.....	26,166	26,904	49.3	50.7	49.4	50.6	49.4	50.6
Brokerage and stock market operations.....	2,436	1,365	64.1	35.9	64.5	35.5	64.4	35.6
Insurance.....	20,578	16,313	55.8	44.2	56.1	43.9	57.1	42.9
All Industries	1,593,810	477,729	76.9	23.1	76.9	23.1	77.2	22.8

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	No.	No.	No.	cts.	cts.	cts.
May 1, 1945.....	45.5	46.2	44.5	70.5	78.2	60.9
*May 1, 1946.....	43.0	43.2	42.8	68.9	75.5	62.4
May 1, 1947.....	43.2	43.3	43.1	78.3	85.4	71.2
May 1, 1948.....	43.1	43.4	42.7	89.4	96.2	82.4
*Jan. 1, 1949.....	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949.....	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949.....	43.0	43.2	42.7	97.6	105.3	89.6
April 1, 1949.....	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949.....	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949.....	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949.....	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949.....	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949.....	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949.....	42.7	43.0	42.5	99.3	107.8	91.0
Nov. 1, 1949.....	42.8	42.8	42.9	99.5	108.0	91.4
Dec. 1, 1949.....	42.9	43.0	42.9	100.0	108.7	91.5
*Jan. 1, 1950.....	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950.....	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950.....	42.5	42.6	42.5	101.4	109.8	93.1
April 1, 1950.....	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950.....	42.6	42.9	42.4	102.4	110.6	94.3

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1, and by the Easter holidays in the case of May 1, 1946.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Week Preceding	All Manufactures ¹		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
May 1, 1945.....	33.51	32.08	36.98	36.08	29.58	27.10
*May 1, 1946.....	32.10	29.63	34.51	32.62	29.89	26.67
May 1, 1947.....	36.13	33.83	38.83	36.98	33.67	30.69
May 1, 1948.....	40.66	38.53	43.36	41.75	38.11	35.18
*Jan. 1, 1949.....	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949.....	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949.....	44.27	41.97	47.43	45.49	41.30	38.26
April 1, 1949.....	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949.....	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949.....	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949.....	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949.....	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949.....	44.05	41.72	47.35	45.31	41.12	38.15
Oct. 1, 1949.....	44.72	42.40	48.20	46.35	41.63	38.68
Nov. 1, 1949.....	44.95	42.59	48.15	46.22	42.09	39.21
Dec. 1, 1949.....	45.23	42.90	48.62	46.74	42.21	39.25
*Jan. 1, 1950.....	43.42	40.34	46.61	44.05	40.52	36.79
Feb. 1, 1950.....	45.25	42.68	48.33	46.21	42.49	39.26
Mar. 1, 1950.....	45.68	43.10	48.94	46.77	42.74	39.57
April 1, 1950.....	46.04	43.53	49.34	47.30	43.06	39.87
May 1, 1950.....	46.18	43.62	49.47	47.45	43.20	39.98

* See footnote to Table C-6. ¹ Exclusive of electric light and power.

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

(The latest figures are subject to revision).

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	May 1 1950	Apr. 1 1950	May 1 1949	May 1 1950	Apr. 1 1950	May 1 1949	May 1 1950	Apr. 1 1950	May 1 1949
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Manufacturing	42-6	42-8	42-5	102-4	101-7	98-6	43-62	43-53	41-91
*Durable manufactured goods.....	42-9	43-0	42-7	110-6	110-0	106-2	47-45	47-30	45-35
Non-durable manufactured goods.....	42-4	42-6	42-3	94-3	93-6	90-7	39-98	39-87	38-37
Animal products—edible.....	43-0	43-2	42-8	101-1	102-3	95-2	43-47	44-19	40-75
Dairy products.....	46-7	45-7	46-8	77-9	78-1	74-6	36-38	35-69	34-91
Meat products.....	43-2	43-5	42-7	110-8	111-7	104-8	47-87	48-59	44-75
Leather products.....	38-6	40-2	40-8	77-9	77-1	74-2	30-07	30-99	30-27
Leather boots and shoes.....	37-4	39-7	41-1	75-8	74-7	71-4	28-35	29-66	29-35
*Lumber products.....	41-8	41-8	41-3	93-5	92-8	90-5	39-08	38-79	37-38
Rough and dressed lumber.....	41-3	41-2	40-6	99-2	98-1	95-5	40-97	40-42	38-77
Containers.....	43-7	45-1	44-2	79-5	79-2	80-2	34-74	35-72	35-45
Furniture.....	41-9	42-3	41-7	87-8	87-8	86-1	36-79	37-14	35-90
*Musical instruments.....	42-6	44-5	42-3	87-7	86-8	84-6	37-36	38-63	35-79
Plant products—edible.....	43-2	43-2	42-6	79-9	79-5	77-8	34-52	34-34	33-14
Flour and other milled products.....	45-9	44-9	44-1	97-1	96-6	94-2	44-57	43-37	41-54
Fruit and vegetable preserving.....	40-2	40-9	39-5	78-7	80-0	75-9	31-64	32-72	29-98
Bread and bakery products.....	44-3	44-3	43-9	80-2	79-7	77-3	35-53	35-31	33-93
Chocolate and cocoa products.....	42-8	42-8	42-2	68-1	68-9	66-6	29-15	29-49	28-11
Pulp and paper products.....	45-2	45-0	44-3	111-8	111-4	108-1	50-53	50-13	47-89
Pulp and paper mills.....	48-7	48-6	47-1	114-5	114-3	113-6	55-76	55-55	53-51
Paper products.....	43-1	42-8	42-4	89-0	88-4	83-7	38-36	37-84	35-49
Printing and publishing.....	41-1	40-8	40-7	121-8	121-4	113-4	50-06	49-53	46-15
Rubber products.....	40-2	41-1	40-3	111-2	108-9	106-0	44-70	44-76	42-72
Textiles—all branches.....	40-8	41-5	40-9	81-7	81-5	79-5	33-33	33-82	32-52
Thread, yarn and cloth.....	43-1	44-0	43-1	85-5	85-2	83-3	36-85	37-49	35-90
Cotton yarn and cloth.....	42-8	43-4	41-8	86-3	86-4	84-7	36-94	37-50	35-40
Woolen yarn and cloth.....	42-8	43-4	43-3	81-7	80-9	79-7	34-97	35-11	34-51
Synthetic silk and silk goods.....	44-4	45-6	44-9	87-1	86-6	84-9	38-67	39-49	38-12
Hosiery and knit goods.....	40-4	40-6	40-3	76-0	75-8	73-8	30-70	30-77	29-74
Garments and personal furnishings.....	37-9	38-7	38-3	78-3	78-6	76-4	29-68	30-42	29-26
Tobacco.....	41-3	41-1	43-2	95-1	89-4	85-9	39-28	36-74	37-11
Beverages.....	43-5	42-8	43-2	102-0	102-5	98-4	44-37	43-87	42-51
Distilled and malt liquor.....	42-7	41-8	42-5	108-2	108-4	103-7	46-20	45-31	44-07
Chemicals and allied products.....	43-7	43-3	43-5	102-7	102-2	98-9	44-88	44-25	43-02
Drugs and medicines.....	41-3	41-2	40-7	85-3	84-9	81-2	35-23	34-98	33-05
*Clay, glass and stone products.....	45-8	45-6	44-9	100-7	100-5	96-1	46-12	45-83	43-15
Glass products.....	45-9	46-1	45-5	98-2	98-1	91-2	45-07	45-22	41-50
Lime, gypsum and cement products.....	47-1	46-4	45-8	100-7	100-3	95-7	47-43	46-54	43-83
*Electrical apparatus.....	41-5	41-5	41-1	114-3	113-1	109-8	47-43	46-94	45-13
Heavy electrical apparatus.....	41-1	42-0	43-3	130-2	126-7	119-9	53-51	53-21	51-92
*Iron and steel products.....	43-2	43-0	43-1	115-9	115-3	110-7	50-07	49-92	47-71
Crude, rolled and forged products.....	43-5	42-9	45-2	121-6	121-8	113-2	52-90	52-25	51-17
Primary iron and steel.....	43-7	42-7	45-5	123-7	123-7	114-3	54-06	52-82	52-01
Machinery (other than vehicles).....	43-4	43-3	43-3	108-5	107-9	103-3	47-09	46-72	44-73
Agricultural implements.....	39-9	39-6	43-8	125-6	125-2	115-4	50-11	49-58	50-55
Land vehicles and aircraft.....	44-0	44-7	42-3	119-3	118-2	115-9	52-49	52-84	49-03
Railway rolling stock.....	47-4	46-2	43-1	112-7	112-0	112-5	50-38	51-74	48-62
Automobiles and parts.....	43-4	43-2	41-0	127-9	126-9	122-8	55-51	54-82	50-23
Aeroplanes and parts.....	43-8	44-4	45-0	111-9	111-1	103-6	49-01	49-33	46-62
Steel shipbuilding and repairing.....	42-5	42-2	43-3	110-0	109-5	107-5	46-75	46-21	46-55
Iron and steel fabrication n.e.s.....	42-3	42-2	42-7	113-7	112-0	105-5	48-10	47-26	45-05
Hardware, tools and cutlery.....	43-3	43-1	42-8	101-1	100-1	97-3	43-78	43-14	41-64
Foundry and machine shop products.....	44-0	44-1	42-0	116-5	115-8	108-4	51-26	51-07	45-53
Sheet metal work.....	42-6	42-5	42-9	104-9	104-7	100-0	46-69	44-50	42-90
*Non-ferrous metal products.....	43-6	43-7	43-2	110-4	109-8	106-0	48-13	47-98	45-79
Smelting and refining.....	45-0	45-5	44-8	119-3	118-5	114-7	53-69	53-92	51-39
Aluminum and its products.....	43-0	42-6	42-1	100-6	100-7	97-3	43-26	42-90	40-96
Brass and copper manufacturing.....	42-6	42-6	42-2	108-5	108-8	103-2	46-22	46-35	43-55
Non-metallic mineral products.....	42-9	42-1	43-2	123-8	122-5	117-8	53-11	51-57	50-89
Petroleum and its products.....	41-8	41-2	42-5	133-5	131-4	126-5	55-80	54-14	53-76
Miscellaneous manufactured products.....	41-7	41-5	42-1	88-4	88-0	84-4	36-86	36-52	35-53
Mining	43-5	43-7	41-4	121-1	120-7	117-2	52-68	52-75	48-32
Coal.....	38-3	39-2	34-7	129-8	131-3	126-4	49-71	51-47	43-86
Metallic ores.....	46-1	46-1	44-6	120-5	118-9	116-2	55-55	54-81	51-83
Non-metallic minerals (except coal).....	43-8	43-8	42-9	110-7	110-4	104-4	48-49	48-36	44-79
Local Transportation ²	45-2	45-5	45-4	104-5	104-3	98-7	47-23	47-46	44-81
Building Construction	40-0	40-2	40-4	113-9	112-4	108-5	45-56	45-18	43-83
Highway Construction	38-6	40-8	35-2	88-9	90-0	86-2	34-32	36-72	30-34
Services (as indicated below).....	42-9	43-0	42-3	66-1	65-2	63-9	28-36	28-04	27-03
Hotels and restaurants.....	43-5	43-8	43-0	65-1	64-0	63-1	28-32	28-03	27-13
Personal (Chiefly laundries).....	41-7	41-4	41-1	67-9	67-5	65-4	28-31	27-95	26-88

*Industries classed in the durable manufactured goods industries.

¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of a average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—Mar. 1, 1950, 239-8; Apr. 1, 1950, 240-4; May 1, 1950, 247-1; at May 1, 1949, the index was 227-5.

² Chiefly street and electric railways.

³ For information respecting the sex distribution of persons in recorded employment, see Table C-5.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	May 1, 1950	April 1, 1950	May 1, 1949	May 1, 1950	April 1, 1950	May 1, 1949
Nova Scotia.....	44.0	44.0	44.1	92.3	92.0	87.9
New Brunswick.....	44.3	45.3	44.3	91.3	90.8	89.9
Quebec.....	43.9	44.4	44.1	91.9	91.5	89.3
Ontario.....	42.2	42.2	42.0	103.2	107.4	103.5
Manitoba.....	42.5	43.0	41.7	98.6	98.6	95.9
Saskatchewan.....	43.6	43.4	43.0	104.1	103.7	100.4
Alberta.....	42.5	43.0	41.6	103.9	102.5	100.1
British Columbia.....	38.8	38.5	37.9	122.1	121.2	119.0
Montreal.....	42.5	43.0	42.6	97.0	96.8	94.0
Toronto.....	41.2	41.2	41.2	107.0	106.3	102.5
Hamilton.....	41.1	40.8	43.0	119.6	119.2	111.2
Winnipeg.....	42.0	42.6	41.3	97.9	97.8	95.0
Vancouver.....	38.1	37.7	37.4	120.3	119.6	116.6

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE-EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date		Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
					Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
			cts.	\$			
Monthly Average 1945.....		45.0	69.4	31.23	103.3	96.7	106.8
Monthly Average 1946.....		43.2	70.0	30.24	100.1	100.0	100.1
Monthly Average 1947.....		43.0	80.2	34.46	114.0	109.6	104.0
Monthly Average 1948.....		42.7	91.3	38.99	129.0	125.4	102.9
Monthly Average 1949.....		42.4	98.6	41.81	138.4	130.1	106.4
Week preceding:							
January	1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February	1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March	1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April	1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May	1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June	1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July	1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August	1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September	1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October	1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November	1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December	1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January	1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February	1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March	1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April	1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May	1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June	1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July	1, 1949.....	41.8	99.1	41.42	137.1	131.1	104.6
August	1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September	1, 1949.....	42.4	98.4	41.72	138.1	131.3	105.2
October	1, 1949.....	42.7	99.3	42.40	140.3	131.2	106.9
November	1, 1949.....	42.8	99.5	42.59	140.9	130.8	107.7
December	1, 1949.....	42.9	\$1.000	42.90	142.0	130.7	108.6
January	1, 1950.....	42.6*	\$1.011	43.07*	142.5	130.3	109.4
February	1, 1950.....	42.3	\$1.009	42.68	141.2	130.7	108.0
March	1, 1950.....	42.5	\$1.014	43.10	142.6	132.4	107.7
April	1, 1950.....	42.8	\$1.017	43.53	144.0	132.7	108.5
May	1, 1950(1).....	42.6	\$1.024	43.62	144.3	132.7	108.7

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes have been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91; January 1, 1950, 39.9 hours, \$40.34.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT AS AT FIRST OF MONTH
(Source: Form U.I.C. 757)

Month		Unfilled Vacancies			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
July 1945		117,390	44,420	161,810	54,753	23,029	77,782
July 1946		71,018	47,951	118,969	139,977	36,758	176,735
July 1947		59,921	35,263	95,184	80,985	33,514	114,499
July 1948		34,242	22,183	56,425	80,206	38,364	118,570
January 1949		11,996	13,063	25,059	150,474	36,185	186,659
February 1949		10,026	12,990	23,016	204,897	51,909	256,806
March 1949		10,187	13,544	23,731	209,866	51,898	261,764
April 1949		14,444	16,816	31,260	195,559	50,961	246,520
May 1949		21,673	21,840	43,513	158,794	44,932	203,726
June 1949		23,539	24,035	47,574	113,489	41,359	154,848
July 1949		20,679	21,775	42,454	103,275	44,216	147,491
August 1949		18,043	19,313	37,356	97,154	42,090	139,244
September 1949		19,940	22,620	42,560	97,684	39,667	137,351
October 1949		20,837	20,629	41,466	101,504	41,543	143,047
November 1949		14,535	15,200	29,735	122,664	49,702	172,366
December 1949		10,400	12,085	22,485	164,345	56,439	220,784
January 1950		7,971	9,748	17,719	218,769	55,188	273,957
February 1950		8,315	10,076	18,391	301,039	74,557	375,596
March 1950		9,614	11,429	21,043	300,352	75,646	375,998
April 1950		11,967	12,032	23,999	349,098	79,193	428,291
May 1950		18,635	15,386	34,021	310,044	77,797	387,841
June 1950		25,038	16,375	41,413	184,335	70,062	254,397
July 1950 ⁽¹⁾		24,392	15,519	39,911	136,284	68,279	204,563

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JUNE 1, 1950
(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from May 4, 1950	
				Absolute	Percentage
Agriculture, Fishing, Trapping	2,126	468	2,594	+ 255	+ 10.9
Logging	2,770	11	2,781	+2,048	+279.4
Pulpwood	2,155	7	2,162	+1,744	+417.2
Lumber	583	4	587	+ 312	+113.5
Other Logging	32	—	32	— 8	— 20.0
Mining	748	22	770	+ 27	+ 3.6
Coal	86	2	88	+ 28	+ 46.7
Metallic ores—					
Iron	72	73	145	+ 38	+108.6
Gold	177	2	179	— 34	— 16.0
Nickel	187	—	187	— 97	— 34.2
Other metallic ores and non-metallic minerals	78	8	86	— 46	— 34.9
Prospecting and oil producing	148	9	157	+ 138	+726.3
Manufacturing	5,046	2,703	7,749	+ 622	+ 8.7
Food and kindred products	770	1,119	1,889	+ 249	+ 28.6
Textiles, apparel, etc.	333	1,475	1,808	— 193	— 9.7
Lumber and finished lumber products	789	58	847	+ 178	+ 26.6
Pulp and paper products and printing	436	171	607	+ 69	+ 12.8
Chemicals and allied products	207	136	343	+ 54	+ 18.7
Products of petroleum and coal	53	61	114	+ 2	+ 3.4
Rubber products	157	29	186	+ 23	+ 14.1
Leather and products	71	111	182	— 29	— 13.8
Stone, clay and glass products	205	36	241	+ 70	+ 40.9
Iron and steel and products	408	54	462	+ 42	+ 10.0
Non-ferrous metals and products	272	41	313	— 86	— 21.6
Machinery	414	67	481	+ 72	+ 17.6
Electrical equipment and products	228	74	302	— 34	— 10.1
Transportation equipment and other manufacturing	703	94	797	+ 205	+ 34.6
Construction	3,743	64	3,807	+1,163	+44.0
Transportation and Storage	1,753	83	1,836	+ 174	+ 10.5
Communications, and Other Public Utilities	219	191	410	— 14	— 3.3
Trade	2,860	2,373	5,233	+ 351	+ 7.2
Wholesale	904	501	1,405	+ 160	+ 12.9
Retail	1,956	1,872	3,828	+ 191	+ 5.3
Finance, Insurance, Real Estate	1,057	1,003	2,060	+ 53	+ 2.6
Service	4,718	9,464	14,182	+2,741	+24.0
Public	1,329	619	1,948	+ 563	+ 40.6
Domestic	241	4,113	4,354	+ 359	+ 9.0
Personal	2,005	4,263	6,268	+1,521	+32.0
Other service	1,143	469	1,612	+ 298	+ 22.7
All Industries	25,040	16,382	41,422	+7,420	+ 21.8

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX, AS AT JUNE 1, 1950**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,197	417	1,614	5,305	1,186	6,491
Clerical Workers.....	1,770	3,490	5,260	8,307	17,901	26,208
Sales Workers.....	2,077	1,249	3,326	4,463	10,053	14,516
Personal and Domestic Service Workers.....	1,882	8,476	10,358	13,528	11,160	24,688
Seamen.....	19	.....	19	2,480	22	2,502
Agriculture and Fishing.....	2,351	42	2,393	2,326	359	2,685
Skilled and Semi-skilled Workers.....	9,540	1,944	11,484	72,958	15,700	88,658
Food and kindred products.....	86	50	136	1,345	783	2,128
Textiles, clothing, etc.....	155	1,375	1,530	2,864	9,305	12,169
Lumber and wood products.....	2,891	33	2,924	10,642	155	10,797
Pulp, paper and printing.....	113	20	133	598	439	1,037
Leather and products.....	36	46	82	1,486	1,346	2,832
Stone, clay and glass products.....	48	1	49	202	62	264
Metalworking.....	1,097	35	1,132	8,118	518	8,636
Electrical.....	125	21	146	1,545	336	1,881
Transportation equipment, n.e.c.....	15	.....	15	541	89	630
Mining.....	163	.....	163	2,012	2	2,014
Construction.....	1,949	.....	1,949	16,957	6	16,963
Transportation (except seamen).....	967	14	981	11,040	51	11,091
Communications and public utility.....	30	.....	30	512	3	515
Trade and service.....	339	252	591	1,657	1,029	2,686
Other skilled and semiskilled.....	1,292	74	1,366	8,587	1,301	9,888
Foremen.....	88	11	99	1,575	175	1,750
Apprentices.....	146	12	158	3,277	100	3,377
Unskilled Workers.....	6,202	757	6,959	74,968	13,681	88,649
Food and tobacco.....	195	182	377	2,013	3,182	5,205
Lumber and lumber products.....	454	9	463	3,542	306	3,848
Metalworking.....	343	14	357	2,674	252	2,926
Construction.....	1,767	2	1,769	10,876	2	10,878
Other unskilled workers.....	3,443	550	3,993	55,863	9,929	65,792
Total.....	25,038	16,375	41,413	184,335	70,062	254,397

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND
PLACEMENTS FOR THE MONTH OF MAY, 1950**

(Source: Form U.I.C. 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping.....	1,259	997	845
Logging.....	1,439	1,021	759
Mining.....	500	405	297
Manufacturing.....	5,656	5,848	3,878
Food and kindred products.....	1,042	1,125	776
Textiles, apparel, etc.....	755	684	443
Lumber and finished lumber products.....	929	924	686
Pulp and paper products and printing.....	387	408	265
Chemicals and allied products.....	240	245	165
Products of petroleum and coal.....	53	76	40
Rubber products.....	76	87	52
Leather and products.....	101	117	83
Stone, clay and glass products.....	230	253	154
Iron and steel and products.....	391	405	277
Non-ferrous metals and products.....	267	234	150
Machinery.....	348	353	229
Electrical equipment and products.....	244	277	170
Transportation equipment and other manufacturing.....	503	655	408
Construction.....	4,769	4,809	3,771
Transportation and Storage.....	1,423	1,353	1,019
Communications, and Other Public Utilities.....	259	298	223
Trade.....	3,240	3,560	2,117
Finance, Insurance, Real Estate.....	442	432	219
Service.....	8,308	7,968	5,686
All Industries.....	27,295	26,691	18,544

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS MAY 5 TO JUNE 1, 1950: UNPLACED APPLICANTS
AS AT JUNE 29, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at June 29 1950
					Regular	Casual		
Newfoundland.....	137	73	1,832	171	81		19,702	16,938
Corner Brook.....	18	5	477	12	12		2,822	2,941
Grand Falls.....	19	19	227	10			2,461	2,235
St. John's.....	100	49	1,128	149	69		14,419	11,762
Prince Edward Island.....	701	364	841	757	365	211	1,507	999
Charlottetown.....	445	212	523	398	218	91	737	622
Summerside.....	256	152	318	359	147	120	770	377
Nova Scotia.....	2,670	993	4,937	3,103	1,619	521	14,447	12,207
Amherst.....	94		136	100	95		522	314
Bridgewater.....	69	32	171	73	29	10	474	342
Halifax.....	1,196	699	2,321	1,355	610	276	4,835	4,380
Inverness.....	18	3	71	13	13		297	221
Kentville.....	108	88	248	146	38	12	1,120	934
Liverpool.....	7	5	54	6	1	3	207	145
New Glasgow.....	375	51	499	488	280	84	2,240	1,743
Springhill.....	9	1	42	10	8		204	226
Sydney.....	582	56	974	687	407	128	2,996	2,609
Truro.....	118	51	306	139	59	8	596	557
Yarmouth-Shelburne.....	94	7	115	86	79		956	736
New Brunswick.....	4,453	1,334	4,819	3,664	2,328	487	16,258	10,410
Bathurst.....	54	22	214	51	30	6	3,866	1,755
Campbellton.....	383	43	320	255	162	38	624	577
Edmundston.....	1,313	198	299	991	708	1	831	330
Fredericton.....	370	182	375	312	190	78	758	595
Minto.....	185	17	294	200	134	17	714	562
Moncton.....	1,142	354	1,468	1,136	548	297	3,179	2,311
Newcastle.....	146	51	261	116	100		862	644
Saint John.....	537	274	1,256	432	310	46	3,521	2,967
St. Stephen.....	77	37	194	66	50	1	1,527	441
Sussex.....	122	81	57	36	44	1	191	89
Woodstock.....	124	75	81	69	52	2	185	139
Quebec.....	21,064	8,527	32,094	18,806	12,232	1,236	79,995	62,463
Asbestos.....	65	30	120	42	38	2	260	217
Beauharnois.....	212	56	164	204	158	1	330	323
Buckingham.....	153	48	130	168	122	15	551	270
Causapscal.....		5	465				693	350
Chandler.....	60	40	183	71	1	67	1,363	886
Chicoutimi.....	222	85	471	249	134	20	1,044	905
Dolbeau.....	10	2	75	25	8		293	188
Drummondville.....	130	45	351	110	81		1,261	1,136
Farnham.....	54	48	117	47	46		405	314
Granby.....	131	31	436	163	111	3	751	711
Hull.....	442	159	666	398	241	4	1,656	1,333
Joliette.....	181	88	274	270	109	5	1,270	819
Jonquiere.....	140	50	329	172	83	9	1,133	1,141
Lachute.....	77	36	142	88	45	12	302	250
La Malbaie.....	15	9	119	13	8		463	248
La Tuque.....	361	16	444	204	408	3	380	406
Levis.....	144	80	547	145	89	3	1,989	1,634
Matane.....	118	58	224	78	82		1,848	938
Megantic.....	306	67	233	238	236		310	173
Mont-Laurier.....	33	35	98	32	7		187	181
Montmagny.....	62	27	266	44	31	7	824	562
Montreal.....	11,041	4,403	15,799	9,359	6,377	628	32,313	27,605
Port Alfred.....	19	9	40	11	10		734	507
Quebec.....	1,563	719	2,886	1,884	825	172	6,936	5,958
Rimouski.....	84	8	275	83	78		2,100	742
Riviere du Loup.....	122	116	545	38	23		3,213	507
Rouyn.....	263	131	510	266	119	44	970	730
St. Agathe.....	368	90	96	317	278	3	235	110
St. Anne de Bellevue.....	128	29	153	118	103	4	270	234
St. Therese.....	162	47	211	164	121		557	441
St. Georges de Beauce.....	1,245	946	303	420	285		2,277	996
St. Hyacinthe.....	351	115	304	338	269	11	928	822
St. Jean.....	249	71	320	264	141	8	843	701
St. Jerome.....	210	58	310	173	146	6	722	658
St. Joseph d'Alma.....	11	3	87	15	7		397	468
Shawinigan Falls.....	183	48	622	291	139		1,491	1,125
Sherbrooke.....	766	156	1,424	905	427	192	2,375	2,063
Sorel.....	177	53	186	95	53		673	561
Theftord Mines.....	174	105	505	209	114	4	1,027	722
Three Rivers.....	414	156	712	486	270	20	2,918	2,555
Val d'Or.....	142	53	308	134	77	10	679	468
Valleyfield.....	248	83	422	275	191	2	958	956
Victoriaville.....	228	113	222	195	141	11	566	549

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS MAY 5 TO JUNE 1, 1950: UNPLACED APPLICANTS
AS AT JUNE 29, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at June 29 1950
					Regular	Casual		
Ontario	48,661	21,330	50,774	47,053	27,064	6,405	58,643	50,803
Arnprior.....	239	27	172	280	217	3	82	57
Barrie.....	515	205	429	444	324	19	216	178
Belleville.....	452	88	549	502	359	50	806	777
Bracebridge.....	250	61	117	271	174	11	207	96
Brampton.....	180	86	137	158	95	14	110	112
Brantford.....	641	175	884	599	400	84	1,060	952
Brockville.....	127	3	208	145	105	19	135	126
Carleton Place.....	76	5	67	88	73	.....	286	121
Chatham.....	737	254	498	573	309	151	434	230
Cobourg.....	223	34	190	248	200	11	242	213
Collingwood.....	289	6	208	295	285	.....	240	168
Cornwall.....	414	45	601	462	276	68	1,052	895
Fort Erie.....	197	60	108	195	152	9	90	72
Fort Frances.....	322	125	178	285	136	38	151	119
Fort William.....	364	63	668	463	213	83	1,280	1,000
Galt.....	262	98	354	199	128	27	561	447
Gananoque.....	77	7	41	75	33	34	91	70
Goderich.....	126	60	102	139	86	18	129	98
Guelph.....	407	215	312	346	215	26	578	452
Hamilton.....	2,691	1,058	3,773	2,690	1,320	562	5,513	4,829
Hawkesbury.....	86	58	148	82	37	1	298	239
Ingersoll.....	281	76	287	308	246	16	167	110
Kapuskasing.....	352	15	196	419	346	.....	113	46
Kenora.....	292	172	114	134	129	1	266	171
Kingston.....	753	198	929	822	515	63	1,086	1,059
Kirkland Lake.....	510	139	499	530	152	210	662	486
Kitchener-Waterloo.....	651	198	671	752	437	86	616	472
Leamington.....	220	55	186	283	82	77	255	170
Lindsay.....	145	55	80	193	73	20	261	134
Listowel.....	33	49	89	60	39	5	176	150
London.....	2,502	1,214	2,596	2,681	1,343	518	1,157	1,232
Midland.....	141	32	268	155	164	21	408	337
Napanee.....	54	6	26	61	43	9	95	63
New Toronto.....	702	317	622	570	409	15	683	702
Niagara Falls.....	313	48	454	300	153	93	747	676
North Bay.....	731	148	675	685	517	77	415	365
Orillia.....	347	41	265	409	270	49	432	264
Oshawa.....	1,046	345	1,241	1,250	693	117	1,389	1,357
Ottawa.....	2,114	897	1,756	1,954	1,239	166	3,269	2,796
Owen Sound.....	260	82	298	269	125	52	546	400
Parry Sound.....	122	22	100	91	83	.....	101	91
Pembroke.....	810	362	436	439	299	36	515	455
Perth.....	130	30	118	127	97	14	167	171
Peterborough.....	544	123	673	595	444	12	953	901
Pictou.....	56	39	48	50	23	.....	99	55
Port Arthur.....	1,849	1,295	1,309	1,205	1,312	14	1,863	1,242
Port Colborne.....	96	34	142	70	51	.....	404	391
Prescott.....	97	32	105	111	92	.....	158	113
Renfrew.....	154	27	194	168	129	7	300	171
St. Catharines.....	702	174	1,023	615	400	102	1,673	1,422
St. Thomas.....	372	158	382	492	192	52	344	291
Sarnia.....	561	115	443	669	435	29	301	313
Sault Ste. Marie.....	473	160	477	474	350	47	510	482
Simcoe.....	166	99	230	161	76	39	384	233
Sioux-Lookout.....	105	94	139	124	75	8	119	88
Smiths Falls.....	157	19	104	123	82	27	193	230
Stratford.....	273	106	246	269	153	35	290	288
Sturgeon Falls.....	226	12	207	303	175	40	869	406
Sudbury.....	2,302	751	1,223	1,377	802	251	1,035	888
Timmins.....	649	186	737	700	377	137	1,054	873
Toronto.....	15,325	9,545	16,609	14,526	7,509	1,938	14,814	14,452
Trenton.....	256	42	343	438	197	37	313	292
Walkerton.....	81	45	78	78	43	.....	233	163
Wallaceburg.....	456	1	530	454	179	271	204	175
Welland.....	337	102	398	292	164	67	843	683
Weston.....	454	221	374	420	243	15	326	326
Windsor.....	1,549	259	2,830	2,021	808	368	4,077	3,195
Woodstock.....	237	157	280	283	162	36	197	172
Manitoba	6,424	2,756	15,473	6,728	2,483	2,000	22,342	13,227
Brandon.....	496	363	664	488	327	40	793	535
Dauphin.....	94	28	249	96	45	24	440	228
Flin Flon.....	95	36	170	116	62	23	148	123
Portage la Prairie.....	218	75	358	183	100	19	486	308
The Pas.....	234	127	77	47	126	3	93	72
Winnipeg.....	5,287	2,127	13,955	5,798	1,823	1,891	20,382	11,961

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS MAY 5 TO JUNE 1, 1950
UNPLACED APPLICANTS AS AT JUNE 29, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at June 29 1950
					Regular	Casual		
Saskatchewan	4,970	1,742	5,541	5,187	2,816	874	5,310	4,713
Estevan.....	213	171	99	120	76	1	111	93
Moose Jaw.....	398	161	600	523	227	75	754	724
North Battleford.....	128	49	153	140	101	4	327	270
Prince Albert.....	443	143	473	451	316	27	731	584
Regina.....	2,008	513	2,088	2,275	1,134	495	1,028	967
Saskatoon.....	1,223	402	1,534	1,227	684	215	1,359	1,381
Swift Current.....	152	91	126	128	65	20	267	201
Weyburn.....	112	33	134	101	71	6	112	110
Yorkton.....	293	179	334	222	142	31	621	383
Alberta	9,783	2,927	10,706	10,443	5,982	1,459	7,786	7,669
Blairmore.....	82	37	85	66	69	.....	142	97
Calgary.....	3,500	1,003	3,826	3,672	2,040	500	2,675	2,810
Drumheller.....	97	26	191	88	88	.....	325	330
Edmonton.....	4,699	1,297	5,208	5,324	2,772	901	3,589	3,410
Edson.....	146	74	79	65	82	.....	141	181
Lethbridge.....	961	324	960	920	746	46	506	400
Medicine Hat.....	140	102	186	120	83	.....	232	253
Red Deer.....	158	64	171	188	102	12	176	188
British Columbia	10,315	3,182	16,357	10,851	6,011	1,202	28,400	25,139
Chilliwack.....	259	59	261	275	185	44	563	590
Courtenay.....	52	24	96	48	39	1	215	202
Cranbrook.....	100	46	70	121	35	.....	708	255
Dawson Creek.....	169	25	144	171	147	4	134	81
Duncan.....	327	85	273	324	247	4	301	221
Kamloops.....	275	79	293	251	181	.....	298	188
Kelowna.....	109	41	140	91	49	20	475	378
Nanaimo.....	239	45	306	302	131	47	531	511
Nelson.....	191	44	235	194	151	5	354	252
New Westminster.....	849	264	1,640	905	521	146	3,787	3,743
Penticton.....	84	14	205	99	64	4	490	361
Port Alberni.....	139	51	234	199	110	6	230	208
Prince George.....	713	83	772	826	561	94	731	258
Prince Rupert.....	338	86	240	267	349	1	174	206
Princeton.....	66	1	102	70	57	7	106	69
Trail.....	119	36	195	182	77	19	419	338
Vancouver.....	5,044	1,728	9,322	5,303	2,312	653	15,972	14,688
Vernon.....	185	11	294	188	158	.....	397	301
Victoria.....	976	425	1,383	940	519	146	2,339	2,166
Whitehorse.....	81	35	152	95	118	1	176	123
Canada	109,178	43,228	143,374	106,763	60,981	14,395	254,390	204,568
Males.....	78,558	25,718	100,203	76,514	47,068	9,397	184,328	136,291
Females.....	30,620	17,510	43,171	30,249	13,913	4,998	70,062	68,277

*Vancouver includes North Vancouver from March 10, 1950.

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES 1940-1950**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940.....	653,455	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (22 weeks).....	681,611	236,625	918,236	177,380	85,337	262,717

E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS,
FROM APRIL 1, 1949 TO MAY 31, 1949 AND FROM APRIL 1, 1950 TO MAY 31, 1950**

Region	1949		1950	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	17,677	246,655	20,031	266,165
Quebec.....	56,312	851,166	59,392	882,658
Ontario.....	77,667	1,219,254	81,866	1,227,900
Prairie.....	40,639	440,317	43,243	441,334
Pacific.....	24,543	311,199	25,273	286,449
Total for Canada.....	216,838	3,068,591	229,805	3,104,506

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER
OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE,
AS OF MAY 31, 1950**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	419	100	21	54	108	45	91
Male.....	412	98	21	54	105	45	89
Female.....	7	2			3		2
(Male).....	(12,674)	(1,462)	(119)	(355)	(1,425)	(2,726)	(6,587)
(Female).....	(230)	(18)	(5)	(16)	(26)	(28)	(137)
Prince Edward Island.....	539	61	29	53	101	58	237
Male.....	378	42	22	35	78	37	164
Female.....	161	19	7	18	23	21	73
Nova Scotia.....	10,003	1,502	778	1,459	1,799	1,260	3,205
Male.....	8,546	1,284	687	1,314	1,532	1,073	2,656
Female.....	1,457	218	91	145	267	187	549
New Brunswick.....	8,838	1,298	692	1,158	1,690	1,096	2,904
Male.....	7,257	1,099	591	1,021	1,423	879	2,244
Female.....	1,581	199	101	137	267	217	660
Quebec.....	61,742	9,141	6,098	8,432	10,554	8,341	19,176
Male.....	41,955	5,751	3,944	5,580	7,227	5,942	13,511
Female.....	19,787	3,390	2,154	2,852	3,327	2,399	5,665
Ontario.....	41,132	7,858	3,442	5,647	6,203	4,594	13,388
Male.....	24,964	4,753	2,163	3,206	3,643	2,791	8,408
Female.....	16,168	3,105	1,279	2,441	2,560	1,803	4,980
Manitoba.....	14,843	2,868	2,148	2,190	2,040	1,389	4,208
Male.....	10,232	1,940	1,654	1,597	1,228	946	2,867
Female.....	4,611	928	494	593	812	443	1,341
Saskatchewan.....	2,999	325	145	279	467	360	1,403
Male.....	1,849	197	94	155	271	233	899
Female.....	1,150	128	51	124	196	147	504
Alberta.....	7,069	2,590	301	574	1,249	664	1,691
Male.....	5,656	2,400	218	414	1,022	469	1,133
Female.....	1,413	190	83	160	227	195	558
British Columbia.....	18,225	3,157	1,165	1,857	2,945	2,148	6,953
Male.....	12,110	2,155	797	1,299	1,850	1,352	4,657
Female.....	6,115	1,002	368	558	1,095	796	2,296
TOTAL.....	165,809	28,900	14,819	21,703	27,156	19,975	53,256
MALE.....	113,359	19,719	10,191	14,675	18,379	13,767	36,628
FEMALE.....	52,450	9,181	4,628	7,028	8,777	6,208	16,628

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO MAY, 1950

Month	1942	1943	1944	1945	1946	1947	1948 ⁽¹⁾	1949 ⁽¹⁾	1950 ⁽¹⁾
January.....		4,637	11,751	20,412	71,932	63,681	109,311	140,305	196,624
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759	125,511
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402	133,404
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979	90,123
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692	83,082
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114	
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586	
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750	
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	59,080	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,626	77,091	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	124,889	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	150,480	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	1,057,127	628,744

(1) Revised claims included. See Table E-4 for analysis of claims filed at local offices.

TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, MAY, 1950

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	439 (2,427)	311 (1,422)	35 (189)	93 (816)	170 (2,831)	287 (1,652)	1 (30)	149 (3,286)
Prince Edward Island.....	194	118	45	31	170	43		43
Nova Scotia.....	4,508	2,627	1,365	516	3,602	1,056	40	920
New Brunswick.....	3,707	2,180	1,069	458	3,634	1,128	14	974
Quebec.....	28,100	16,205	8,317	3,578	21,510	6,705	332	6,916
Ontario.....	23,044	12,613	6,626	3,805	17,372	6,469	423	4,999
Manitoba.....	9,467	6,358	2,359	750	6,790	1,761	96	2,046
Saskatchewan.....	1,307	624	344	339	916	444	22	240
Alberta.....	2,825	1,644	661	520	2,432	757	34	666
British Columbia.....	9,491	4,470	3,648	1,373	7,368	2,515	362	2,033
Total Canada, May, 1950.....	83,082	47,150	24,469	11,463	63,964	21,165 ⁽¹⁾	1,324	18,986
Total Canada, April, 1950.....	90,123	52,113	27,915	10,095	72,181	23,275 ⁽²⁾	913	23,049
Total Canada, May, 1949.....	63,692	37,586	15,089	11,017	51,064	14,306 ⁽³⁾	988	14,576

(1) In addition, there were 692 special requests not granted.

(2) In addition, there were 787 special requests not granted.

(3) In addition, there were 558 special requests not granted.

N.B. Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of May 1949	Month of May 1950	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	5,691	9,789	22,711
Not unemployed.....	484	2,572	4,871
Not capable of and not available for work.....	969	1,245	2,268
Loss of work due to a labour dispute.....	354	379	954
Refused offer of work and neglected opportunity to work.....	1,929	1,471	2,482
Discharged for misconduct.....	564	772	1,590
Voluntarily left employment without just cause.....	3,202	4,003	7,795
Other reasons ⁽¹⁾	1,113	934	1,769
Total.....	14,306	21,165	44,440

(1) These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK MAY 27 TO JUNE 2, INCLUSIVE, AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID DURING MONTH OF MAY, 1950

Province	Number Receiving Benefit During Week May 27 to June 2, inclusive	Number Com- mencing Benefit During Month of May, 1950	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	321 (8,709)	166 (3,161)	10,331 (425,902)	26,538 (949,416)
Prince Edward Island.....	527	201	23,306	51,284
Nova Scotia.....	8,775	3,580	252,051	616,358
New Brunswick.....	7,799	3,431	212,011	511,746
Quebec.....	48,130	18,818	1,471,283	3,469,605
Ontario.....	33,824	15,377	1,075,420	2,584,993
Manitoba.....	10,544	4,857	255,691	602,161
Saskatchewan.....	2,669	958	99,435	234,381
Alberta.....	4,968	2,380	145,002	358,940
British Columbia.....	15,099	7,100	460,148	1,130,652
Total, Canada, May, 1950.....	132,656	56,868	4,004,678	9,586,658
Total, Canada, April, 1950.....		59,965	4,670,731	11,353,188
Total, Canada, May, 1949.....		35,490	2,474,080	5,511,135

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-7.—CLAIMS FOR SUPPLEMENTARY BENEFIT, MAY,¹ 1950

Province	Adjudicated			Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
	Claims filed at Local Offices	Entitled to Benefit	Not Entitled to Benefit		
*Newfoundland.....	176	321	36	13,150	25,488
Prince Edward Island.....	6	8	1	1,021	1,737
*Nova Scotia.....	68	113	23	8,995	16,560
*New Brunswick.....	1,187	2,574	797	78,296	143,383
*Quebec.....	5,251	13,329	2,621	357,147	702,229
*Ontario.....	62	88	16	4,701	8,901
Manitoba.....	17	30	6	714	1,136
Saskatchewan.....	6	11	2	1,452	2,596
Alberta.....	1	12	1	1,018	2,060
British Columbia.....	27	37	7	3,599	5,935
Total.....	6,801	16,523	3,510	470,093	910,025

¹ These claims were received in May but refer to the period February 28 to April 15.

*Claims not adjudicated as at May 31: Nfld.-53; N.S.-5; N.B.-90; Que.-1,145; Ont.-16.

E-8.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MAY 31, 1950

Fiscal Year Ended March 31	RECEIPTS										DISBURSEMENTS				Balance in Fund
	CONTRIBUTIONS (Gross less refunds)			Government Refund Re. Supp. Ben. Classes 3 and 4		Fines		Interest on Investments and Profit on Sale of Securities		Total Revenue		BENEFIT PAYMENTS			
	Employer and Employee		Government												
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
1942.....	36,435,609 05	7,287,121 81					269,268 74	43,991,999 60	27,752 92		27,752 92		\$	43,964,246 68	
1943.....	57,434,651 43	11,487,057 90			638 11		1,840,448 56	70,762,796 00	716,012 75		716,012 75			114,011,029 93	
1944.....	61,720,785 00	12,344,421 74			1,323 67		3,972,047 14	78,038,577 55	1,721,666 29		1,721,666 29			190,327,941 19	
1945.....	63,728,855 44	12,746,179 30			2,041 02		6,195,926 42	82,673,002 18	4,966,483 51		4,966,483 51			208,034,459 86	
1946.....	62,566,589 66	12,513,778 66			2,303 66		6,116,768 84	81,199,440 82	31,993,240 34		31,993,240 34			317,240,660 34	
1947.....	76,015,030 91	15,203,457 58			3,820 43		7,529,955 56	98,752,294 48	43,114,329 18		43,114,329 18			372,878,625 64	
1948.....	83,870,834 47	16,366,400 70			5,322 60		9,560,776 12	109,803,333 89	34,947,020 32		34,947,020 32			447,734,939 21	
1949.....	98,581,559 98	20,924,013 71			8,359 08		12,113,317 56	131,627,250 33	49,826,752 16		49,826,752 16			529,535,437 38	
1950.....	104,432,415 94	20,094,332 20			17,731 42		14,391,257 71	138,935,737 27	85,006,136 24		85,006,136 24			582,646,972 52	
April.....	9,012,614 79	1,799,207 99			1,675 00		1,207,873 23	12,021,371 01	11,852,510 62		11,852,510 62			580,328,274 69	
May.....	*8,250,223 46	1,650,025 60			2,967 00		1,207,873 23	11,124,314 79	9,583,280 19		9,583,280 19			580,959,629 42	
SUB-TOTAL.....	17,262,838 25	3,449,233 59			4,642 00		2,415,746 46	23,145,885 80	21,435,790 81		21,435,790 81			580,959,629 42	
TOTAL.....	662,049,170 13	132,415,997 19			46,181 99		64,405,543 11	858,930,317 92	273,755,184 52		273,755,184 52			580,959,629 42	

* Stamps, \$4,349,908.65. Meter, \$1,031,824.65. Bulk, \$2,868,490.16. Total, \$8,250,223.46

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

—	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	93.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	106.3	107.1	109.2	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.6
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	188.3

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JUNE, 1950

(Base: August, 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	June 1, 1949	May 1, 1950	June 1, 1950						
Halifax.....	153.4	155.5	156.4	205.3	116.5	132.6	192.1	155.2	123.1
St. John.....	157.2	159.4	161.8	199.9	121.5	134.8	196.9	163.3	131.3
Montreal.....	164.6	166.2	169.0	218.2	131.8	133.9	172.7	170.9	130.6
Toronto.....	156.1	160.6	162.1	203.2	134.2	155.1	179.6	161.9	130.9
Winnipeg.....	155.4	159.3	160.1	208.6	128.8	121.9	175.5	169.4	125.4
Saskatoon.....	162.5	164.7	165.0	216.3	126.1	140.8	186.2	172.8	123.3
Edmonton.....	155.8	160.4	161.3	217.9	118.9	114.6	185.1	161.3	129.3
Vancouver.....	162.0	166.2	167.0	216.1	122.9	140.5	189.1	163.3	135.8

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August, 1939 = 100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

Commodities*	Per	Dec. 1941	June 1945	June 1946	June 1948	June 1949	May 1950	June 1950	Price June 1950
Beef, sirloin steak.....	lb.	120.7	154.5	156.6	225.4	259.1	289.7	303.4	84.4
Beef, round steak.....	lb.	125.7	167.1	170.0	246.4	289.5	321.7	337.2	80.4
Beef, rolled rib roast, prime.....	lb.	125.5	173.5	177.4	248.3	290.9	319.4	333.1	77.9
Beef, blade roast, blade removed.....	lb.	132.7	161.6	163.5	254.7	311.9	348.6	362.6	59.7
Beef, stewing, boneless.....	lb.	136.7	168.3	169.8	273.1	347.0	388.5	404.3	56.3
Veal, front roll, boneless.....	lb.	139.3	173.4	174.6	240.8	314.2	336.4	345.8	59.2
Lamb, leg roast.....	lb.	109.9	153.5	156.0	206.0	260.0	284.3	302.2	86.3
Pork, fresh loins, centre-cut.....	lb.	125.3	142.7	160.8	210.1	235.1	215.8	238.1	64.1
Pork, fresh shoulder, hock-off.....	lb.	127.0	142.9	163.3	226.8	266.2	239.4	267.3	49.8
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	141.2	160.9	215.4	231.4	219.0	221.4	82.4
Lard, pure, package.....	lb.	151.3	157.0	176.3	241.2	189.5	189.2	189.2	21.0
Shortening, package.....	lb.	134.7	137.5	140.3	213.9	226.4	217.4	218.8	31.4
Eggs, grade "A", large, Carton.....	doz.	156.4	137.8	144.1	169.3	177.6	161.8	160.8	49.5
Milk.....	qt.	111.0	95.4	114.7	158.7	164.2	166.1	166.1	18.1
Butter, creamery, prints.....	lb.	140.5	144.0	161.5	259.7	227.1	218.7	212.1	57.9
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	168.3	217.0	227.5	222.2	222.2	29.6
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	150.8	165.1	165.1	165.1	10.5
Flour, all purpose.....	lb.	127.3	124.2	124.2	184.8	221.2	221.2	221.2	7.4
Rolled Oats, package.....	lb.	112.0	114.0	114.0	150.4	155.2	167.5	170.5	11.3
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	100.0	157.6	163.0	163.0	163.0	15.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	136.8	138.7	251.9	194.3	174.5	172.5	18.1
Peas, 15 oz.....	tin	117.5	121.7	121.7	152.5	145.8	145.7	144.9	16.4
Corn, Cream, Choice, 15 oz.....	tin	128.3	132.7	132.7	195.6	185.8	172.8	170.5	15.3
Beans, dry.....	lb.	129.4	133.3	137.3	298.0	262.7	240.9	238.9	11.8
Onions, cooking.....	lb.	108.2	130.6	163.3	257.1	179.6	167.4	177.5	8.8
Potatoes, No. 1, table.....	10 lbs.	89.9	171.6	184.8	224.1	161.4	153.2	160.5	35.3
Prunes, bulk or in bag.....	lb.	115.8	120.2	137.7	175.4	186.0	203.4	204.3	23.6
Raisins, seedless, bulk or in bag.....	lb.	104.0	109.9	129.1	144.4	127.2	131.2	132.6	19.5
Oranges, California.....	doz.	132.5	157.7	161.1	127.3	153.7	163.0	159.7	43.8
Lemons.....	$\frac{1}{2}$ doz.	111.3	143.1	145.5	128.9	140.0	157.2	164.8	26.2
Jam, strawberry, 16 oz.....	jar	111.3	115.1	125.4	155.3	147.3	147.9	148.5	25.1
Peaches, 20 oz.....	tin	101.5	105.1	106.6	155.3	142.1	140.6	140.1	27.1
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	131.8	148.8	142.1	141.4	141.4	18.9
Corn Syrup, 2 lb.....	tin	138.0	158.2	159.4	192.1	179.3	177.5	178.1	30.3
Sugar, granulated, bulk or bag.....	lb.	132.3	132.3	132.3	149.2	150.8	164.8	164.8	10.4
Sugar, yellow, in branded package.....	lb.	131.3	134.9	134.9	154.0	155.6	171.4	171.4	10.9
Coffee, medium quality, in bag.....	lb.	141.6	131.4	132.0	182.2	188.8	268.6	271.2	93.5
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.1	176.5	179.6	180.6	52.9

* Descriptions and units of sale apply to June, 1950, prices.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast blade removed, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	76·3	70·2	(b) 62·7	(b) 53·5	(h) 49·2	.....	.....	62·3	51·6	.....
Nova Scotia—										
2—Halifax.....	87·7	82·2	81·8	60·7 (b)	59·4	50·0	.....	65·4	51·9	86·4
3—New Glasgow.....	83·6	78·3	71·6	56·5	56·4	.....	.....	63·3	51·7	85·7
4—Sydney.....	88·0	81·7	69·3	 b	48·7	.....	.....	70·7	52·3	86·2
5—Truro.....	80·3	70·4	.....	52·5	50·7	.....	.....	65·0	.....	81·3
New Brunswick—				(h)						
6—Fredericton.....	79·3	68·2	69·0	48·0 (b)	46·9	54·4	.....	59·1	44·3	80·8
7—Moncton.....	80·8	74·1	76·1	54·9 (b)	49·3	.....	.....	64·3	49·9	81·5
8—Saint John.....	87·0	80·6	77·1	58·5	55·4	54·7	.....	67·4	51·2	83·9
Quebec—										
9—Chicoutimi.....	93·7	87·0	.....	61·0	.....	.....	73·3	59·7	51·5	81·6
10—Hull.....	80·6	78·3	71·7	58·1	53·9	52·0	.....	62·8	49·3	76·2
11—Montreal.....	92·4	86·8	81·1	55·9	53·9	50·9	75·0	60·8	50·1	74·7
12—Quebec.....	90·6	87·7	75·5	53·8	48·3	52·8	77·4	50·6	45·0	76·2
13—St. Hyacinthe.....	78·0	75·4	73·1	55·0	48·8	58·3	.....	60·7	49·1	72·0
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	77·0
15—Sherbrooke.....	88·2	82·8	72·9	53·7	48·6	.....	.....	59·5	50·3	80·1
16—Sorel.....	81·4	79·5	73·0	52·3	48·0	.....	.....	66·0	45·7	76·3
17—Thetford Mines.....	80·0	78·7	.....	.....	.....	.....	.....	.....	43·7	.....
18—Three Rivers.....	97·9	84·5	71·1	50·6	44·5	.....	.....	59·2	47·4	78·7
Ontario—				b						
19—Belleville.....	79·3	78·0	74·7	57·7	57·7	.....	.....	63·3	44·3	78·0
20—Brantford.....	84·2	81·0	79·8	62·3 b	57·6	57·6	.....	67·7	48·3	80·6
21—Brockville.....	86·8	82·3	87·3	61·0	56·5	52·3	.....	68·4	53·8	80·8
22—Chatham.....	88·1	83·9	80·6	64·3	60·2	.....	.....	70·0	55·2	81·1
23—Cornwall.....	85·5	82·2	82·3	60·8	60·7	.....	.....	67·3	56·4	81·0
24—Fort William.....	81·3	78·0	80·3	59·0	56·3	.....	.....	63·0	55·7	81·9
25—Galt.....	83·2	79·8	74·8	61·0 b	56·6	.....	.....	64·2	50·3	80·3
26—Guelph.....	84·3	81·9	83·3	62·5	58·9	58·3	78·3	65·1	47·5	82·8
27—Hamilton.....	87·9	83·7	80·8	62·6	59·1	61·2	96·0	66·5	46·9	77·9
28—Kingston.....	80·9	77·7	75·5	58·6	54·6	55·0	.....	64·1	45·7	80·5
29—Kitchener.....	86·5	84·8	81·3	62·9	60·9	60·3	94·0	67·6	48·5	81·9
30—London.....	85·7	83·7	79·0	62·8	57·2	.....	85·0	66·2	50·6	82·9
31—Niagara Falls.....	86·4	83·5	81·9	60·1	58·5	.....	.....	66·6	49·5	80·1
32—North Bay.....	82·8	81·8	78·5	61·4	55·2	.....	.....	65·6	47·5	85·0
33—Oshawa.....	82·0	80·1	76·3	60·9	56·0	.....	.....	63·2	46·4	77·6

COAL AND RENTALS BY CITIES, JUNE, 1950

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{4}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose, per lb.	Roll'd oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—			e							
1—Charlottetown.....	20-4	30-9	46-7	16-0	59-3	32-6	10-7	7-9	10-4	16-2
Nova Scotia—										
2—Halifax.....	23-6	31-7	52-1	19-0	60-3	30-4	11-2	7-8	12-4	15-7
3—New Glasgow.....	22-9	31-8	51-7	19-0	59-7	31-1	12-0	7-7	11-7	16-3
4—Sydney.....	20-4	31-1	53-9	20-0	60-5	30-8	12-0	7-7	12-3	16-5
5—Truro.....	22-3	31-3	52-7	18-0	61-4	31-8	12-0	7-8	12-3	15-4
New Brunswick—										
6—Fredericton.....	22-4	31-1	53-8	17-0	60-0	31-5	11-3	7-9	11-6	15-4
7—Moncton.....	22-7	31-7	49-1	17-0	60-1	30-4	11-3	7-9	12-5	15-9
8—Saint John.....	22-1	31-7	53-2	18-0	60-4	31-2	11-3	7-8	11-4	15-0
Quebec—										
9—Chicoutimi.....	22-8	32-3	51-5	17-0	56-9	31-8	11-2	8-0	.....	17-3
10—Hull.....	17-9	30-1	48-5	18-0	55-5	28-9	10-0	7-0	11-0	14-4
11—Montreal.....	19-6	31-0	49-3	17-5	56-0	29-0	10-0	7-1	11-1	14-7
12—Quebec.....	18-6	30-6	49-5	17-0	56-3	29-9	9-5	7-1	11-5	15-4
13—St. Hyacinthe.....	20-9	31-4	50-0	16-0	56-1	28-4	10-0	7-3	11-3	14-9
14—St. Johns.....	19-6	31-7	50-5	16-0	55-8	30-8	8-7	7-5	11-5	15-0
15—Sherbrooke.....	22-2	30-7	50-6	17-0	56-2	30-0	10-2	7-7	11-4	15-5
16—Sorel.....	18-7	30-5	47-8	16-0	55-1	29-3	9-3	7-6	11-2	15-1
17—Thetford Mines.....	22-7	31-1	44-8	16-0	56-4	30-3	9-3	7-9	11-1	16-0
18—Three Rivers.....	19-3	31-2	50-7	17-0	54-4	28-9	8-7	7-1	11-5	15-0
Ontario—			f							
19—Belleville.....	21-3	31-4	44-2	18-0	57-7	29-3	10-0	7-8	11-5	14-8
20—Brantford.....	18-3	30-6	49-0	18-0	58-0	27-7	10-0	7-4	11-3	14-7
21—Brockville.....	21-2	31-7	48-7	18-0	57-8	28-7	10-0	7-3	11-4	14-6
22—Chatham.....	19-1	31-5	46-2	18-0	58-9	29-2	10-0	7-5	11-9	14-7
23—Cornwall.....	20-6	30-7	46-4	18-0	57-0	29-0	8-7	7-2	11-1	14-7
24—Fort William.....	20-2	30-1	53-4	20-0	57-6	30-4	10-7	7-2	10-8	15-1
25—Galt.....	19-0	31-3	47-3	18-0	58-8	28-6	10-0	7-4	11-0	14-6
26—Guelph.....	19-7	31-1	48-6	18-0	58-0	28-3	10-0	7-3	11-1	14-9
27—Hamilton.....	19-5	30-9	49-6	19-0	58-5	28-4	10-0	7-3	11-0	14-7
28—Kingston.....	19-6	31-1	46-8	18-0	56-0	28-5	9-3	7-1	11-6	14-6
29—Kitchener.....	19-7	31-3	47-5	18-0	58-7	28-6	10-0	7-5	11-0	14-7
30—London.....	20-1	31-8	44-6	18-0	58-4	28-8	10-0	7-1	11-3	14-5
31—Niagara Falls.....	19-4	31-4	50-8	19-0	59-3	29-1	10-0	7-1	10-9	14-6
32—North Bay.....	22-3	32-0	53-6	18-0	59-0	29-4	10-7	7-9	12-2	15-7
33—Oshawa.....	19-5	30-7	47-7	18-0	57-5	28-5	10-0	7-5	11-0	14-6

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	Bacon, side, fancy, sliced, rind-off per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	83·7	81·6	80·7	63·1	56·4	51·5	.....	62·6	50·5 ^d	79·4
35—Owen Sound.....	80·5 83·7	78·8 80·3	76·7 76·7	61·2 61·1	52·8 57·4	.....	.....	61·5 65·9	47·7 47·4	82·7 76·9
36—Peterborough.....	77·3	75·3	73·7	56·3	58·9	.....	.....	61·3	48·5	81·1
37—Port Arthur.....	82·7	81·7	.....	64·3	61·0	.....	.....	.....	.....	77·6
38—St. Catharines.....	82·8	78·7	77·4	60·3	55·1	55·3	.....	65·2	48·3	77·7
39—St. Thomas.....	81·1	81·0	77·6	61·0	57·0	63·0	.....	66·7	52·1	80·4
40—Sarnia.....	80·9	80·1	75·0	61·3	62·0	.....	.....	67·4	53·0	78·9
41—Sault Ste. Marie.....	83·5	84·5	78·8	62·5	55·0	.....	.....	65·5	49·0	81·6
42—Stratford.....	84·2	83·1	78·2	62·6	61·3	57·7	.....	64·4	54·0	84·5
43—Sudbury.....	83·5	82·9	77·7	59·8	58·2	60·0	.....	61·8	50·3	82·2
44—Timmins.....	87·5	82·0	83·3	64·6	58·1	60·7	95·0	65·7	45·7	79·9
45—Toronto.....				^b						
46—Welland.....	84·0	80·7	79·0	61·3	57·1	59·0	.....	66·0	49·3	79·5
47—Windsor.....	84·9	81·2	79·5	^b 59·1	59·7	61·7	.....	63·8	47·0	81·0
48—Woodstock.....	83·5	81·0	73·5	58·7	54·5	.....	.....	61·7	46·7	83·9
Manitoba—										
49—Brandon.....	86·7	81·0	.....	.....	55·0	.....	.....	64·3	.....	85·0
50—Winnipeg.....	78·7	75·3	80·1	59·3	55·1	55·1	81·2	59·5	47·0	78·5
Saskatchewan—										
51—Moose Jaw.....	79·5	75·7	75·8	60·1	57·6	63·0	.....	65·8	50·1	85·4
52—Prince Albert.....	75·0	71·2	^b 67·7	55·3	53·3	61·0	.....	60·5	43·3	82·6
53—Regina.....	80·3	76·5	77·0	60·7	57·0	62·9	.....	65·0	51·4 ^d	89·3
54—Saskatoon.....	74·9	70·6	72·3	^b 55·3	54·0	68·0	.....	63·0	49·6	85·9
Alberta—										
55—Calgary.....	83·8	81·4	83·6	65·7	59·3	69·0	.....	61·7	53·0	85·6
56—Drumheller.....	88·3	84·5	82·0	64·7	60·3	.....	.....	63·0	51·4	86·8
57—Edmonton.....	81·1	75·3	77·6	^b 55·2	55·6	63·6	85·7	60·8	47·8	87·7
58—Lethbridge.....	81·0	78·3	.....	60·0	57·3	.....	.....	56·0	.....	88·3
British Columbia—										
59—Nanaimo.....	93·3	84·7	86·0	.....	62·5	.....	.....	69·3	58·3	90·0
60—New Westminster.....	86·7	78·3	77·0	61·8	60·0	63·5	.....	67·0	54·0	92·2
61—Prince Rupert.....	98·3	95·0	97·7	65·7	64·3	.....	.....	67·0	.....	95·3
62—Trail.....	88·5	83·5	81·6	65·3	63·0	.....	.....	67·0	56·3	97·8
63—Vancouver.....	92·2	83·9	88·2	69·7	63·4	69·7	96·3	67·2	53·0	93·3
64—Victoria.....	93·2	85·6	86·1	64·8	65·4	72·0	98·0	69·4	53·7	87·9

COAL AND RENTALS, BY CITIES, JUNE, 1950

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	20-0	31-2	48-5 f	18-0	57-7	29-0	10-0	7-3	11-3	14-6
35—Owen Sound.....	19-8	31-2	45-5	18-0	58-5	28-4	10-0	7-5	11-7	15-0
36—Peterborough.....	19-2	30-6	47-2	18-0	57-4	28-4	10-0	7-3	10-7	13-7
37—Port Arthur.....	20-7	30-5	53-6	20-0	57-5	30-0	10-7	7-0	10-9	15-5
38—St. Catharines....	19-7	31-0	52-3	19-0	58-4	27-6	10-0	7-1	11-0	14-2
39—St. Thomas.....	19-7	31-5	49-0	18-0	58-7	29-1	10-0	7-5	11-8	14-9
40—Sarnia.....	19-4	32-0	48-2	18-0	59-3	29-8	10-0	7-7	11-5	14-8
41—Sault Ste. Marie.....	21-7	31-1	52-0 f	20-0	58-7	29-5	10-7	7-5	11-0	14-8
42—Stratford.....	21-0	32-1	45-2	18-0	58-1	28-9	10-0	7-1	11-2	15-0
43—Sudbury.....	19-9	31-5	51-2	20-0	58-3	29-0	10-7	7-9	12-2	15-4
44—Timmins.....	21-6	31-7	51-3	20-0	57-9	29-2	11-3	7-7	11-1	15-2
45—Toronto.....	20-4	31-1	49-1	19-0	58-3	27-7	10-0	7-2	10-9	14-1
46—Welland.....	19-9	31-9	48-9 e	19-0	58-8	28-7	10-0	7-1	10-9	14-3
47—Windsor.....	19-7	31-4	48-3	19-0	58-3	29-1	10-0	7-4	11-6	14-9
48—Woodstock.....	19-6	31-3	45-2	18-0	57-6	29-4	10-0	6-7	11-6	14-4
Manitoba—										
49—Brandon.....	21-9	32-1	47-0	16-0	55-8	30-7	10-7	7-4	11-5	15-6
50—Winnipeg.....	21-2	31-1	49-1	17-0	55-8	29-8	12-0	7-0	10-3	14-9
Saskatchewan—			e							
51—Moose Jaw.....	21-1	32-4	44-4	18-0	54-7	29-1	11-2	7-1	10-5	15-2
52—Prince Albert.....	22-3	32-7	50-0	18-0	55-9	29-6	9-6	7-4	10-5	14-9
53—Regina.....	22-2	33-2	46-0	18-0	54-4	30-3	11-2	7-2	11-0	15-1
54—Saskatoon.....	21-3	33-6	47-1	18-0	55-2	29-1	10-4	7-0	10-7	14-6
Alberta—										
55—Calgary.....	21-3	33-3	48-6	19-0	57-0	29-2	11-2	7-2	10-7	15-0
56—Drumheller.....	23-4	35-0	49-0 e	20-0	58-9	30-7	11-2	7-7	11-4	15-8
57—Edmonton.....	22-3	33-7	43-7	18-0	56-7	29-8	10-4	7-1	11-0	14-6
58—Lethbridge.....	20-5	32-4	48-0	18-0	57-0	29-3	11-2	7-3	10-8	14-6
British Columbia—										
59—Nanaimo.....	23-8	30-4	54-7	19-0	61-3	31-1	13-9	7-2	11-2	14-8
60—New Westminster.....	22-7	28-3	53-0	19-0	59-3	28-8	12-8	7-2	11-0	14-7
61—Prince Rupert.....	24-6	31-8	58-6	25-0	61-4	33-5	14-0	7-9	12-1	15-9
62—Trail.....	25-0	34-3	54-3 e	20-0	59-7	30-6	13-0	.....	11-2	15-3
63—Vancouver.....	23-2	28-9	52-6	17-0	59-4	29-6	12-8	7-3	10-9	14-7
64—Victoria.....	24-2	29-4	55-1	19-0	59-9	30-1	12-8	7-6	11-3	14-9

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1, table, per 15 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, per dozen	Lemons, 300's, per $\frac{1}{2}$ dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, $2\frac{1}{2}$ s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	20.1	15.7	15.6	11.4	9.7	22.1	22.6	20.0	47.7	.....	49.8
Nova Scotia—											
2—Halifax.....	21.2	17.3	16.4	11.5	8.4	28.3	24.7	18.0	44.1	25.7	49.8
3—New Glasgow.....	21.8	15.2	16.1	10.7	9.4	27.5	26.0	23.7	48.9	26.2	48.6
4—Sydney.....	20.4	16.4	16.7	10.4	9.0	28.8	27.8 ^p	19.1	48.0	29.3	48.3
5—Truro.....	18.4	16.7	.....	10.6	8.9	24.1	26.1	18.3	44.1	28.3	50.4
New Brunswick—											
6—Fredericton.....	19.3	17.6	.....	11.3	9.6	24.4	22.8	19.5	45.9	26.6	48.6
7—Moncton.....	17.7	17.2	14.5	10.7	9.4	25.7	26.1	18.3	46.5	28.1	50.6
8—Saint John.....	17.7	16.2	15.0	11.1	9.0	22.7	24.0	19.2	46.2	26.9	48.7
Quebec—											
9—Chicoutimi.....	16.5	15.7	.....	11.6	10.0	31.3	20.1	23.6	45.6	27.0	.....
10—Hull.....	15.2	16.3 ^e	.....	10.2	9.2	20.7	24.3	18.9	41.4	23.0	47.2
11—Montreal.....	14.3	12.5 ^e	13.1 ^e	11.3	8.8	28.3	22.9	18.3	41.4	24.4	47.5
12—Quebec.....	14.9	16.6	14.9	10.8	8.7	26.7	22.1	19.4	44.1	27.0	49.2
13—St. Hyacinthe.....	14.3	16.9	15.4	10.0	8.6	28.4	23.6	18.9	40.2	25.3	48.1
14—St. Johns.....	14.9	.....	.....	10.6	9.5	28.8	23.7	19.3	45.6	24.8	45.8
15—Sherbrooke.....	14.6	14.5	16.0	10.1	9.2	27.2	26.2	19.0	42.9	23.7	49.1
16—Sorel.....	14.9	14.0	.....	11.1	9.5	29.9	20.8	18.0	42.3	27.2	44.3
17—Thetford Mines.....	15.7	.....	.....	10.8	9.1	27.0	24.5	20.2	45.0	25.0	48.0
18—Three Rivers.....	15.2	.....	.....	10.2	8.7	28.9	21.6	19.5	42.6	25.8	47.4
Ontario—											
19—Belleville.....	17.0	14.2	.....	12.8	9.3	32.0	.....	19.6	46.5	23.4	47.3
20—Brantford.....	18.2	15.6	14.5	11.0	8.1	31.4	23.4	18.3	43.8	22.2	46.5
21—Brockville.....	16.6	17.5	14.9	12.2	9.6	30.9	25.0	19.3	45.9	25.1	47.2
22—Chatham.....	18.3	15.5	14.0	10.6	8.4	32.6	23.0	19.3	41.1	22.7	47.6
23—Cornwall.....	17.2	16.0	14.2	11.4	8.9	30.4	24.0	22.8 ^j	42.6	21.7	46.6
24—Fort William.....	17.1	17.6	14.7	11.6	8.5	43.8	22.3	23.3 ^j	42.6	29.0	48.6
25—Galt.....	16.1	18.0	13.2	10.7	8.8	30.1	25.0 ^p	18.9	41.7	24.7	45.3
26—Guelph.....	16.6	15.6	14.1	11.1	8.2	31.8	23.0	18.1	41.7	27.1	44.7
27—Hamilton.....	16.7	18.0	14.7 ^s	12.8	8.8	33.9	24.9 ⁿ	18.8	44.7	25.4	45.7
28—Kingston.....	16.0	14.9	14.9	12.1	9.1	30.5	23.3	18.5	42.6	23.4	47.3
29—Kitchener.....	17.3	16.8	14.5	11.0	8.5	34.4	24.1	19.0	42.9	24.6	46.3
30—London.....	17.2	16.7	15.0	11.0	8.6	32.4	23.4 ⁿ	17.9	42.3	25.8	45.1
31—Niagara Falls.....	16.7	16.5	14.3	11.6	9.0	35.5	23.5	19.2	45.6	26.1	47.8
32—North Bay.....	18.3	.....	15.7 ^s	11.2	9.5	41.1	22.7 ⁿ	23.2	39.0	27.7	48.0
33—Oshawa.....	16.0	16.6	14.4 ^s	11.3	7.8	28.3	.....	18.5	44.1	22.4	46.9

COAL AND RENTALS, BY CITIES, JUNE, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bag, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—						t				
1—Charlottetown.....	28-8	37-0	34-5	10-1	9-9	99-8	50-2	.....	15-50	.....
Nova Scotia—						t				
2—Halifax.....	28-8	38-7	31-7	9-7	10-4	97-2	50-0	.....	16-75	30.50-34.50
3—New Glasgow.....	28-5	43-8	33-4	10-3	10-5	101-5	50-1	.....	.....	.....
4—Sydney.....	28-6	43-5	31-9	10-5	10-8	96-4	50-3	.....	11-85	22.00-26.00
5—Truro.....	29-0	37-8	32-8	10-1	10-5	94-3	50-1	.....	15-70	.....
New Brunswick—										
6—Fredericton.....	26-3	40-9	32-7	10-2	10-0	95-5	50-0	.....	16-80	22.00-26.00
7—Moncton.....	28-5	39-6	31-9	10-5	10-7	96-7	49-9	.....	16-47	.....
8—Saint John.....	27-8	37-7	31-5	10-1	10-1	94-1	50-5	.....	17-25	23.00-27.00
Quebec—						t				
9—Chicoutimi.....	31-8	41-7	35-0	10-7	10-4	107-0	55-2	25-37	.....	.....
10—Hull.....	25-9	37-4	28-4	9-9	9-8	92-0	53-3	24-50	.....	.....
11—Montreal.....	27-4	38-5	28-3	9-7	10-4	94-2	54-2	25-40	.....	28.00-32.00
12—Quebec.....	27-6	41-0	29-6	9-9	9-9	96-7	54-9	24-00	.....	31.50-35.50
13—St. Hyacinthe.....	28-3	37-6	28-9	9-8	9-5	94-7	53-9	25-75	.....	.....
14—St. Johns.....	27-5	38-0	30-4	9-6	9-3	98-7	56-2	23-50	.....	.....
15—Sherbrooke.....	28-2	38-5	29-1	9-7	9-9	98-0	55-0	25-00	.....	24.00-28.00
16—Sorel.....	27-0	39-1	30-0	9-7	9-5	92-7	53-3	24-50	.....	.....
17—Thetford Mines.....	26-5	38-5	31-6	9-8	9-7	93-0	53-0	26-50	.....	.....
18—Three Rivers.....	26-2	38-7	28-9	9-9	9-8	97-2	54-8	24-25	.....	.....
Ontario—										
19—Bellefonte.....	.....	35-0	29-0	10-5	10-7	98-3	54-0	24-00	.....	.....
20—Brantford.....	26-0	33-0	28-2	10-0	10-4	90-6	54-6	23-50	.....	24.50-28.50
21—Brockville.....	.....	37-8	28-7	9-9	10-3	95-6	54-3	24-00	.....	.....
22—Chatham.....	26-3	33-6	29-0	10-3	10-8	92-2	54-2	24-00	.....	.....
23—Cornwall.....	26-7	36-8	28-7	9-8	10-0	99-0	54-6	25-00	.....	.....
24—Fort William.....	26-3	37-8	30-3	10-9	11-2	88-8	52-3	26-35	.....	30.50-34.50
25—Galt.....	25-6	34-7	28-1	10-5	10-8	93-6	54-3	24-00	.....	.....
26—Guelph.....	25-8	32-0	27-7	10-0	10-3	91-7	54-4	23-50	.....	.....
27—Hamilton.....	25-7	32-5	27-8	10-0	10-8	90-9	54-6	23-00	.....	32.50-36.50
28—Kingston.....	28-0	34-5	28-3	9-8	10-0	91-5	52-4	24-50	.....	36.00-40.00
29—Kitchener.....	25-0	35-4	26-9	10-2	10-4	90-3	55-1	23-50	.....	32.00-36.00
30—London.....	26-7	36-2	28-3	10-4	10-7	93-5	53-9	24-00	.....	30.00-34.00
31—Niagara Falls.....	.....	35-9	28-3	10-2	11-3	91-1	55-0	23-00	.....	.....
32—North Bay.....	.....	37-0	30-6	11-0	11-0	102-6	52-7	27-00	.....	.....
33—Oshawa.....	.....	41-7	27-1	10-1	10-3	93-7	54-0	23-75	.....	.....

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1, table, per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag, per lb.	Oranges, California, per dozen	Lemons, 300's per 1/2 dozen	Jam, strawberry, with, pectin, per 32 oz. jar
	Tomatoes, choice, 2 1/2's (23 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	15.4	14.1	14.3	10.9	8.7	30.1	n 24.7	18.3	42.9	25.0	47.7
35—Owen Sound.....	17.1	15.6	15.4	11.4	7.9	31.0	19.8	18.2	39.9	25.7	46.9
36—Peterborough.....	16.5	17.8	.....	12.5	9.1	29.2	.....	18.5	40.5	22.0	47.5
37—Port Arthur.....	17.1	18.3	15.4	12.5	7.8	38.9	n 25.2	24.3	44.1	29.0	48.2
38—St. Catharines.....	17.4	16.0	13.7	11.5	8.6	30.3	n 26.3	18.0	42.0	25.4	44.9
39—St. Thomas.....	17.6	17.5	15.4	10.3	8.8	29.6	24.3	19.2	43.8	26.4	47.3
40—Sarnia.....	17.7	16.8	15.7	12.0	7.8	36.1	.....	18.3	40.5	27.0	45.8
41—Sault Ste. Marie.....	17.1	18.2	.....	11.1	8.3	33.8	p 24.5	18.4	41.7	27.3	48.4
42—Stratford.....	19.2	16.5	s 15.1	11.8	8.3	37.0	.....	17.8	42.9	25.0	46.7
43—Sudbury.....	16.0	16.3	14.9	10.1	8.8	36.3	22.7	19.1	42.6	27.7	50.3
44—Timmins.....	17.3	16.9	15.7	11.6	9.7	35.7	23.3	19.6	45.3	27.2	47.5
45—Toronto.....	16.4	17.4	13.6	12.7	8.0	33.9	23.0	17.8	42.0	25.5	44.3
46—Welland.....	15.7	14.4	14.9	12.0	8.3	32.4	20.7	17.7	41.4	24.1	46.2
47—Windsor.....	16.7	16.7	15.2	10.5	7.4	29.9	21.8	18.5	42.9	27.0	46.6
48—Woodstock.....	18.6	16.5	14.5	11.1	8.2	30.1	.....	18.0	41.7	24.3	45.5
Manitoba—											
49—Brandon.....	20.0	.....	17.0	13.6	9.6	45.5	24.4	20.7	46.8	29.7	k 62.5
50—Winnipeg.....	18.4	16.2	15.2	13.3	7.6	43.0	23.0	20.2	45.6	29.8	k 58.7
Saskatchewan—											
51—Moose Jaw.....	20.4	15.0	17.9	12.8	9.6	48.3	.....	19.9	49.8	29.0	k 61.3
52—Prince Albert.....	21.3	17.4	.....	12.5	9.6	47.0	23.3	.....	46.8	32.9	k 58.0
53—Regina.....	21.5	16.8	16.6	12.6	8.9	48.6	24.1	19.9	47.7	29.9	k 61.7
54—Saskatoon.....	20.8	.....	13.5	12.3	9.2	47.9	24.6	20.1	45.9	30.8	k 59.1
Alberta—											
55—Calgary.....	21.7	14.9	15.6	12.5	9.3	54.2	23.1	19.4	45.6	29.9	k 55.9
56—Drumheller.....	23.7	14.4	17.3	13.0	9.8	52.7	.....	21.0	47.7	30.5	k 60.8
57—Edmonton.....	22.3	16.7	15.7	13.0	9.5	49.1	23.5	20.2	44.4	27.0	k 58.0
58—Lethbridge.....	20.3	.....	13.8	14.7	8.7	46.0	23.8	.....	42.6	.....	k 55.0
British Columbia—											
59—Nanaimo.....	21.4	18.5	16.5	15.1	8.6	49.2	24.5	20.0	40.5	m 25.0	k 56.5
60—New Westminster.....	20.3	17.4	15.1	13.6	7.0	44.4	22.1	20.5	37.2	m 22.6	k 54.0
61—Prince Rupert.....	23.3	18.5	17.9	15.3	8.9	55.1	24.5	21.9	47.1	m 27.7	k 60.6
62—Trail.....	25.0	.....	.....	15.9	10.0	48.7	.....	.....	41.1	m	k 59.7
63—Vancouver.....	19.5	16.3	14.6	13.6	7.2	47.3	22.0	.....	39.0	m 21.9	k 54.5
64—Victoria.....	21.9	17.5	16.7	14.5	8.4	47.4	23.2	18.6	43.8	m 23.8	k 56.1

COAL AND RENTALS, BY CITIES, JUNE, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	27·2	36·5	28·4	9·8	10·4	91·4	54·7	24 50	.....	37.00-41.00
35—Owen Sound.....	27·4	34·8	28·5	10·6	10·6	97·3	53·6	24·00	.....	.....
36—Peterborough.....	25·0	34·5	27·0	9·9	10·0	94·3	54·8	24·75	.....	.....
37—Port Arthur.....	.....	41·0	30·1	10·5	11·0	90·7	51·0	26·35	.....	25.50-29.50
38—St. Catharines.....	23·8	32·4	27·7	9·9	10·9	90·0	53·3	23·25	.....	32.00-36.00
39—St. Thomas.....	25·8	41·0	29·7	10·7	10·7	94·8	55·3	23·50	.....	.....
40—Sarnia.....	26·0	38·8	29·1	10·4	10·9	94·4	53·9	23·50	.....	.....
41—Sault Ste. Marie.....	25·3	37·6	29·9	10·7	10·4	90·4	54·5	24·00	.....	.....
42—Stratford.....	27·8	36·2	28·8	10·5	10·5	92·1	53·6	24·00	.....	.....
43—Sudbury.....	26·7	37·9	30·8	10·7	11 3	90·1	53·8	24·50	.....	34.00-38.00
44—Timmins.....	.....	40·4	30·5	10·8	11·5	93·5	53·8	26·13	.....	.....
45—Toronto.....	25·8	34·6	26·8	9·9	10·4	90·4	53·9	22.65	.....	39.50-43.50
46—Welland.....	22·6	33·4	27·9	10·2	10·4	87·8	53·8	22·75	.....	.....
47—Windsor.....	24·7	33·4	28·5	10·3	11·0	89·9	52·7	23·50	.....	31.00-35.00
48—Woodstock.....	.....	36·5	27·9	10·5	10·7	96·7	54·4	24·00	.....	.....
Manitoba—										
49—Brandon.....	30·7	44·0	32·5	11·8	12·4	96·6	52·2	16·40	.....	.....
50—Winnipeg.....	26·9	38·8	29·8	11·1	12·6	84·5	49·8	17·65	.....	33.00-37.00
Saskatchewan—										
51—Moose Jaw.....	.....	40·7	34·6	11·6	12·6	88·8	50·4	14·60	.....	.....
52—Prince Albert.....	28·4	44·8	33·8	12·2	12·8	97·8	51·0	14·75	.....	.....
53—Regina.....	28·3	39·9	33·4	11·7	12·6	95·0	51·5	15·40	.....	32.00-36.00
54—Saskatoon.....	28·1	47·2	32·6	11·6	12·7	90·3	50·1	14·90	.....	25.00-29.00
Alberta—										
55—Calgary.....	25·6	37·3	33·0	11·0	11·9	90·7	49·6	12.50	.....	30.50-34.50
56—Drumheller.....	30·3	44·0	35·6	11·8	12·6	91·6	52·7	.....	.....	24.50-28.50
57—Edmonton.....	26·6	38·3	33·1	11·1	12·4	94·0	50·7	8·20	.....	29.00-33.00
58—Lethbridge.....	26·7	39·0	32·5	10·9	12·3	86·7	51·5	8·35	.....	.....
British Columbia—										
59—Nanaimo.....	.....	34·5	30·7	10·3	11·9	93·2	52·4	.....	.....	.....
60—New Westminster.....	26·6	33·1	29·3	9·6	11·2	87·6	51·6	16·80	.....	23.00-27.00
61—Prince Rupert.....	30·7	37·9	33·3	11·0	12·3	93·9	52·9	18.25	.....	22.00-26.00
62—Trail.....	.....	38·2	32·8	10·9	.....	90·2	.....	16.25	.....	.....
63—Vancouver.....	26·2	32·7	29·8	9·4	10·9	85·0	50·8	17·16	.....	29.00-33.00
64—Victoria.....	27·7	35·7	30·7	9·9	11·1	88·3	50·7	18·25	.....	24.50-28.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone-in. (c) Hock-on. (d) Mixed—hock-off and hock-on. (e) Mixed—carton and loose. (f) Loose. (g) Estimate. (h) Fancy. (i) California. (k) Pure. (m) 360's. (n) Mixed—package and bulk. (p) Package. (s) Mixed—choice and fancy. (t) Tin.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS
(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	1949	May 1949	Mar. 1950	April 1950	May 1950
All Commodities	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	157.0	156.4	159.3	160.1	161.8
Classified According to Chief Component Material—																
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	141.1	141.6	145.0	146.4	148.5
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	69.4	74.6	92.1	107.9	131.8	168.7	167.2	166.3	166.8	166.8	166.9
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	128.8	157.0	161.0	162.0	162.4	162.4	164.5
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	162.4	186.2	187.5	186.9	191.5	192.5	194.7
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	137.9	159.2	172.1	173.2	178.6	180.0	181.2
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	124.4	149.6	144.0	134.7	137.2	137.4	144.1
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	114.5	133.5	136.5	134.7	140.0	140.2	140.1
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.9	120.1	123.6	124.0	117.4	117.2	117.5
Classified According to Purpose—																
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	143.9	144.2	144.8	145.1	145.5
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	152.3	154.4	155.0	154.6	154.6	155.5
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	113.9	133.2	136.9	137.0	138.3	138.8	138.9
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	129.3	153.9	159.0	157.9	162.2	163.6	166.3
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	133.1	155.7	161.0	158.3	163.9	164.2	164.8
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	69.5	67.6	81.1	98.7	128.9	153.7	158.7	157.8	162.0	163.5	166.5
Building and Construction.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	166.4	195.7	201.5	202.8	205.1	206.1	209.6
Manufacturers.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	122.5	146.6	151.5	150.2	154.7	156.3	159.2
Classified According to Degree of Manufacture—																
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	160.6	159.5	163.7	164.9	168.0
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	142.3	142.4	143.7	143.9	143.9
Canadian Farm Products—																
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	126.4	133.0	125.7	126.7	124.4	125.1	125.8
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	143.9	177.6	182.7	183.4	186.0	187.4	190.9
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	147.0	147.9	147.4	148.4	150.1

The indexes for 1950 are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1933	1933	1935	June, 1914	June-Aug. 1939	1933	1936-39 = 1000	Dec. 1942 = 1000
1913	(a) 79.1	(b) 70.7		(g) 100	(l)				(c) 100			(d)	(e)
1914	79.1	71.8		(g) 123							81.4		628
1915	80.7	72.5		(g) 126							85.5		676
1916	87.0	77.9		(g) 146							90.8		724
1917	102.4	91.6		(g) 176							99.6		786
1918	115.6	107.5		(g) 203					264		106.4		850
1919	126.5	123.8		(g) 215					222		117.7		912
1920	145.4	143.0		(g) 249					224		145.8		1019
1921	129.9	127.7		(g) 226					200		132.0		1034
1922	120.4	119.7		(g) 183					164		110.1		952
1926	121.5	126.4		(g) 172	185				162	125	106.3	(f)	1010
1928	121.7	122.5		(g) 164	176				161	118	106.6		1004
1933	94.4	92.4		(g) 140	151			(k)	131	(m) 103	93.9		785
1938	101.5	98.4		(g) 138	178	108		107.5	138		98.2	1029	990
1940	105.6	100.2	100.0	(g) 158	183	129		122.2	151	113	103.4	1051	1035
1941	111.7	105.2	100.4	(g) 184	205	150		141.7	151	138	108.2	1111	1073
1942	118.9	125.5	199.1	(g) 199	226	285		153.2	207	279	128.5	1270	1063
1943	119.5	128.4	213.5	(g) 201	286	393		157.5	209	293	132.2	1270	1064
1944	123.6	139.3	266.7	(g) 203	291	645	4575	160.3	208	287	134.7	1278	1068
1945	135.5	159.2	300.3	(g) 203		1080		162.1	217	279	139.7	1309	1069
1946	155.0	171.2	318.9	(g) 108	99	1632	4847	172.4	224	281	147.8	1382	1108
1948	160.5	169.1	336.0	(g) 111		1818	4915	175.9	222	275	153.2	1582	1069
1949—June	160.5	169.6	336.3	(g) 111		1726	4900	175.5	222	274	153.2		1002
July	162.1	168.5	341.0	(g) 111		1715	4851	175.8	221	274	153.2		
August	162.8	168.8	341.3	(g) 111	100	1732	4910	175.9	223	273	153.3	1610	1014
September	162.5	169.6	342.0	(g) 112		1826	4886	176.2	225	275	153.6		
October	162.2	168.5	342.0	(g) 112		1855	4778	176.8	221	279	153.3		
November	161.7	168.6	342.7	(g) 112	100	1912	4790	176.8	221	281	153.6		
December	161.5	167.5	348.3	(g) 113		1920	4753	175.8	220	282	154.2	1653	1018
1950—January	161.0	166.9	347.0	(g) 113		1910	4735	175.8	218	282	155.5		
February	161.6	167.5	346.5	(g) 113	100	1920	4747	176.2	217	281			
March	163.7	167.0	347.0	(g) 113		1906	4682	176.0	217			1682	1020
April	164.0	167.3		(g) 114		1922			217				
May	164.0												
June	165.4	168.6											

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1926-30 = 1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages are on base July, 1914 = 100. (m) Average June-December. (n) New index, base 1st quarter, 1949 = 1000.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE, 1949-1950†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estima-ted Working Time
1950*						
January.....	9‡	9	2,456‡	2,456	39,488	0·05
February.....	10	15	2,881	3,764	26,300	0·03
March.....	13	21	4,604	5,659	25,118	0·03
April.....	10	20	1,735	2,585	14,640	0·02
May.....	14	23	2,905	3,488	23,874	0·03
June.....	17	27	1,678	2,781	30,152	0·04
Cumulative totals.....	73		16,259		159,572	0·03
1949						
January.....	10‡	10	1,811‡	1,811	9,710	0·01
February.....	7	10	6,721	7,245	71,652	0·09
March.....	9	11	1,951	6,601	136,317	0·16
April.....	9	18	2,097	7,851	138,931	0·17
May.....	15	23	4,028	10,532	173,925	0·21
June.....	16	28	4,290	11,511	141,197	0·17
Cumulative totals.....	66		20,898		671,732	0·13

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1950⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(?)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to June, 1950				
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Worsted textile factory workers, Trenton, Ont.	1	55	200	Commenced December 28, 1949; for a new agreement providing for increased wages and reduced hours; terminated by June 27; return of workers and replacement; in favour of employer.
Cotton and rayon under- wear factory workers, Sherbrooke, P.Q.	1	136	2,990	Commenced May 11; for a new agreement providing for increased wages, following reference to court of referees; untermintated.
<i>Printing and Publishing—</i> Printers, St. John's, Nfld.	1	4	90	Commenced May 22; for a new agreement providing for increased wages; employment conditions no longer affected by the end of June; indefinite.
<i>Metal Products—</i> Washing machine factory workers, Amherst, N.S.	1	35	500	Commenced April 15; alleged discrimination in dismissal of three union officers; untermintated.
Hardware factory workers, Peterborough, Ont.	1	168	2,850	Commenced May 4; for a new agree- ment providing for a 42½-hour week instead of 45 with same take-home pay, increased mini- mum wage rates, improved senior- ity and stabilization of piece-work rates, following reference to con- ciliation board; terminated June 23; negotiations; compromise.
Electrical apparatus factory workers, Vancouver, B.C.	1	18	375	Commenced May 11; for a new agreement providing for increased wages, reinstatement of job classi- fication, payment for all statutory holidays, following reference to conciliation board; untermintated.
Plumbing supplies factory workers, London, Ont.	2	524	11,400	Commenced May 22; for a new agreement providing for union shop, check-off, reduced hours, pension plan, etc., following refer- ence to conciliation board; unterm- inated.
TRADE— Department store clerks, New Westminster, B.C.	1	30	500	Commenced August 27, 1949; for a union agreement providing for increased wages and other changes as recommended by majority report of conciliation board; unterm- inated.
SERVICE— <i>Business and Personal—</i> Hotel employees, Cornwall, Ont.	8	93	2,400	Commenced March 9; for a union agreement providing for increased wages, reduced hours, overtime rates, vacations with pay, follow- ing reference to conciliation board; untermintated.
Waitresses and dishwashers, Sudbury, Ont.	2	40	1,000	Commenced May 11; for union recognition and agreement pro- viding for increased wages; unterm- inated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1950 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts Commencing During June, 1950				
MINING— Coal miners, Nacmire, Alta.	1	115	345	Commenced June 5; protest against indefinite lay-off of a miner for smoking in tippie; terminated June 7; return of workers pending further negotiations; indefinite.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Canning factory workers, Chatham, Ont.	1	230	1,035	Commenced June 19; for a new agreement providing for increased wages and other changes, following reference to arbitration and conciliation boards; terminated June 23; conciliation, provincial; compromise.
<i>Rubber and Its Products—</i> Tire factory workers, wire wrappers, Kitchener, Ont.	1	(3)36	30	Commenced June 2; suspension of workers for alleged slowdown in protest against new time standard; terminated June 5; return of workers pending negotiations for new standard (workers reinstated); indefinite.
<i>Fur and Leather Products—</i> Fur dressers and dyers, Toronto, Ont.	1	120	1,300	Commenced June 16; for a new agreement providing for increased wages and reduced hours from 42 to 35 per week, following reference to conciliation board; untermi- nated.
<i>Miscellaneous Wood Products—</i> Furniture factory workers, Chesley, Ont.	1	14	285	Commenced June 6; for a signed agreement providing for increased wages, hospitalization plan, etc.; untermi- nated.
Planing mill workers, Campbellton, N.B.	1	108	675	Commenced June 23; for a new agreement providing for increased wages, instead of proposed reduction, following reference to conciliation board; untermi- nated.
<i>Metal Products—</i> Boiler and tank factory workers, New Westminster, B.C.	1	9	175	Commenced June 2; for a new agreement providing for increased wages, union shop, and pay for statutory holidays, following reference to conciliation board; terminated June 29; arbitration; in favour of workers.
Radiator factory workers, Windsor, Ont.	1	172	470	Commenced June 6; protest against transfer of a worker without approval of union steward; terminated June 8; negotiations; in favour of workers.
Electrical apparatus factory workers, Toronto, Ont.	1	60	135	Commenced June 8; against dismissal of union steward following dispute re overtime work; terminated June 12; conciliation, provincial; compromise, dismissal changed to two-day suspension.
Brass products factory workers, Galt, Ont.	1	36	430	Commenced June 15; for a new agreement providing for increased wages, Rand formula for union dues, payment for statutory holidays, extension of vacations with pay, following reference to conciliation board; untermi- nated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1950 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During June, 1950.				
<i>Metal Products—con.</i>				
Laundry machinery factory workers, Toronto, Ont.	1	32	340	Commenced June 16; for a new agree- ment providing for increased wages, extension of vacations with pay, additional union security, etc., following reference to concili- ation board; unterminated.
Aluminum foundry work- ers, Etobicoke, Ont.	1	272	272	Commenced June 29; for a new agree- ment providing for increased wages and Rand formula for union dues; unterminated.
<i>Non-Metallic Minerals, Chemi- cals, etc.—</i>				
Match factory workers, Mission, B.C.	1	24	550	Commenced June 2; for a union agreement providing for increased wages, reduced hours, union shop, sickness and accident insurance, additional paid statutory holi- days, following reference to con- ciliation board; unterminated.
CONSTRUCTION—				
<i>Buildings and Structures—</i>				
Bricklayers, masons and plasterers, Saint John, N.B.	4	70	155	Commenced June 1; for a new agree- ment providing for increased wages and reduced hours; termi- nated June 3; negotiations; in favour of workers.
Painters and decorators, Regina, Sask.	6	74	270	Commenced June 6; for a new agree- ment providing for increased wages; terminated June 9; nego- tiations; in favour of workers.
TRANSPORTATION AND PUBLIC UTILITIES—				
<i>Steam Railways—</i>				
Switchmen, Vancouver, B.C.	1	(4)6	30	Commenced June 25; affected by strike in United States for increased wages and reduced hours; unterminated.
<i>Telegraph and Telephone—</i>				
Telephone linemen, cable- men, installers, etc. Manitoba.	.....	300	1,350	Commenced June 7; protesting delay in receiving pay cheques and for settlement of various grievances; terminated June 12; conciliation, provincial, and return of workers pending negotiations for a new agreement; indefinite.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 485 indirectly affected.

(4) 17 indirectly affected.

THE LABOUR GAZETTE



MILTON F. GREGG
MINISTER OF LABOUR

ARTHUR MacNAMARA
C.M.G., LL.D.,
DEPUTY MINISTER

VOL. L, No. 9

SEPTEMBER 1950

FIFTIETH ANNIVERSARY EDITION

Harry J. Walker
John Mainwaring
Charles A. St-Arnaud
C. E. St. George

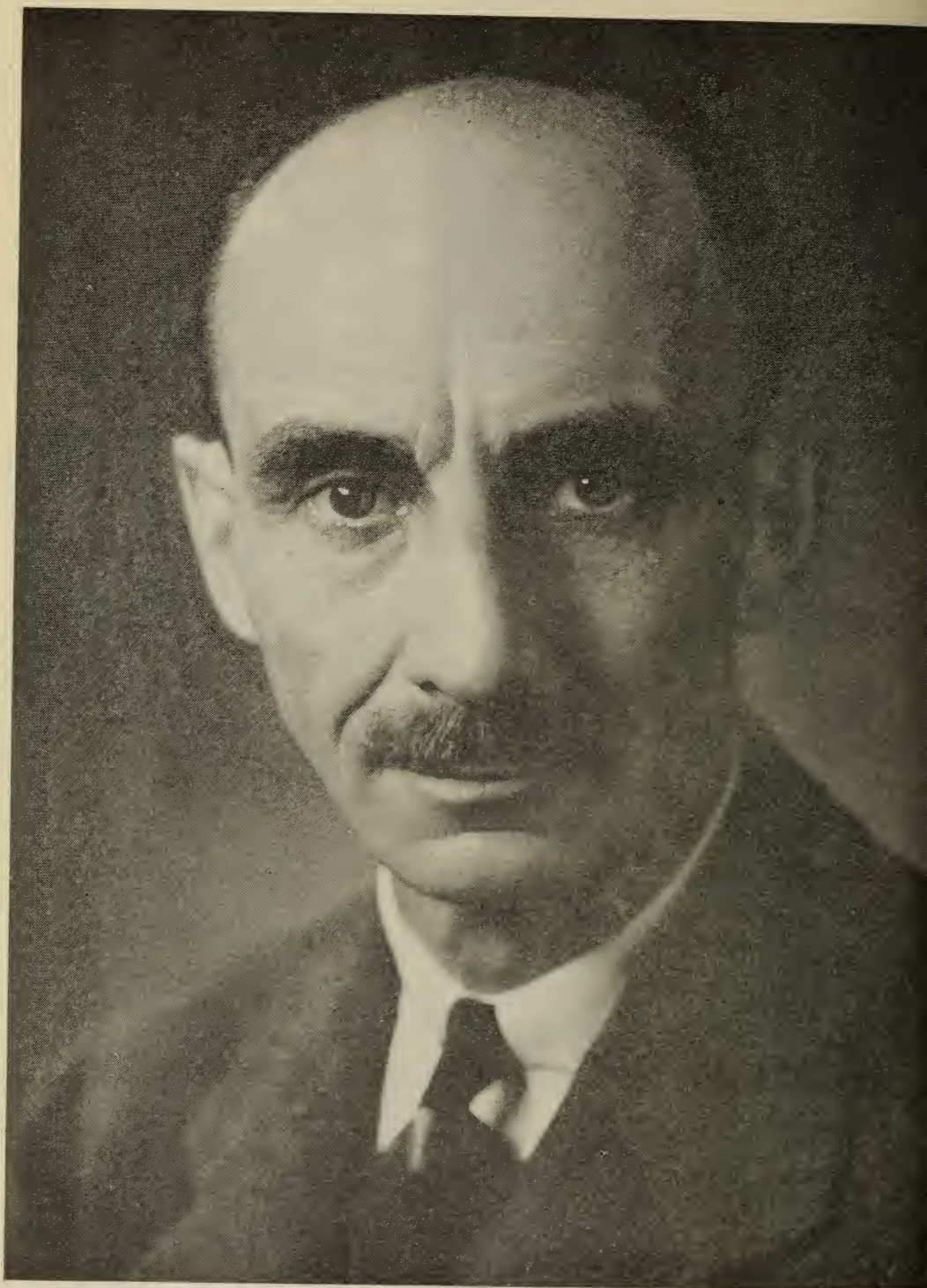
EDITOR
ASSISTANT EDITOR
FRENCH EDITOR
CIRCULATION MANAGER



ON A DAY in August, 1900, a young Ottawa Editor walked through Major Hill Park with a bundle of manuscript to the Government Printing Bureau. There he consulted a young printer on the publishing of the first issue of a new periodical.

That young editor was to become Prime Minister of Canada, and in later years he conferred many times with the printer, who became the leader of the Trades and Labour Congress.

Thus in a dingy composing room, Editor Mackenzie King, and Printer "Paddy" Draper put to press the first edition of the LABOUR GAZETTE.



No one is more deeply distressed than I over the tragic circumstances under which I have succeeded to the portfolio of the late Hon. Humphrey Mitchell.

Not only is there my personal sorrow over the loss of a sincere friend and colleague, but there is the loss to the nation in a critical hour of the wisdom and experience of one who was a born leader of labour whether in its councils or in the councils of State. His death in harness but reflects the measure of his service to his fellow-man and to his country.

The fact that I am assuming my new duties as Minister of Labour at a time when the Department is observing its Fiftieth Anniversary emphasizes my responsibility as the inheritor of a long tradition of labour administration.

This tradition is reflected in the pages of this Anniversary Issue which has been compiled to commemorate not only the progress of labour and the Department of Labour but also of the men who made that progress possible.

With such a cavalcade I am proud to be associated, and in its efforts for a better and a happier Canada I pledge my best co-operation.

Milton F. Gregg.

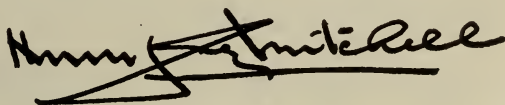


The Late Honourable Humphrey Mitchell,
MINISTER OF LABOUR

The fifty years of existence of the Labour Department span a significant period of Canadian labour progress.

In the eight and a half years during which I have had the honour of administering the Department, important advances have taken place in the growth of Canadian industry and in the living and employment standards of working men and women.

This special Anniversary Issue of the LABOUR GAZETTE will have served its purpose if it helps to put in some sort of perspective the developments achieved through the joint efforts of labour and industry over the past half century.

A handwritten signature in black ink, appearing to read "H. G. Mitchell", with a long horizontal flourish underneath.



Arthur MacNamara, C.M.G., LL.D.

DEPUTY MINISTER OF LABOUR

As this century commenced Canada was emerging from a pioneer economy. There was little labour legislation; when the Labour Department was founded nine officials were sufficient to carry on its early functions.

Today, as a result of the industrialization which has transformed our Canadian economy, the Labour Department has correspondingly enlarged its services to workers and employers.

The articles in this Anniversary Issue describe some of the changes in Canada's industrial life, and the methods that have been evolved—by business, labour and government—to meet the problems of the half century.

A MacBannara



**Paul E. Côté,
M.P.**

PARLIAMENTARY
ASSISTANT TO
THE MINISTER
OF LABOUR

This special anniversary issue of the LABOUR GAZETTE highlights not only the impressive growth of the labour movement in Canada and its important role in national affairs but also the way the Department of Labour has expanded its services in order to fulfil its obligations to the needs of a highly industrialized economy.

Perhaps the most significant fact borne out by this issue is the way the nation's productive achievement has resulted in such high standards of living for all our people.

I think this proves that the social-economic system under which we live in Canada is a refutation of those sinister ideologies which fortunately have not been able to take root in our soil.

Paul E. Côté.

FOREWORD

In September 1900 "workmen and others desiring reliable data in regard to questions especially affecting labour" could purchase for the first time a Canadian periodical designed to meet their needs.

This forty-one page, three-cent magazine, unpretentiously garbed in a sober grey jacket, was the LABOUR GAZETTE, the official journal of the newly created Department of Labour. The introductory editorial written by the first editor, W. L. Mackenzie King, announced that the GAZETTE "is published with a view to the dissemination of accurate statistical and other information relating to labour conditions and kindred subjects."

Mr. King emphasized that the GAZETTE "will not be concerned with mere questions of opinion, nor will it be the medium for the expression of individual views." Its aim rather was to "seek to record only such matters of fact, and such collections of statistics, as are believed to be trustworthy."

The LABOUR GAZETTE was created at the same time as the Department of Labour, that is, with the passage of the Conciliation Act in June, 1900.

It is interesting to note that the LABOUR GAZETTE made its first public appearance on the opening day of the 16th Annual Convention of the Trades and Labour Congress, and the presentation of the initial number by the Minister of Labour to the President of the Trades and Labour Congress (Ralph Smith, M.P.P.), was perhaps the most appropriate introduction which this new government publication could have had to the working men of the Dominion.

The LABOUR GAZETTE still adheres to the policy of its first editor. Its primary purpose is to provide factual information. It continues to follow, with a somewhat broadened range of interest, the objectives laid down for it by Mr. King, who wrote: "This journal will seek to gather from all parts of the Dominion, facts, figures and information bearing on industrial conditions and the state of the labour market. It will seek to supply intelligence in regard to labour in one locality which may be of value to labour in another; in regard to industries in one province of interest to industries in other provinces; and information of general utility to employers and workmen wherever found. It will seek, also, to bring to the notice of its readers in this country, facts from the experience of other countries, which may have a bearing on conditions here."

The pages of fifty volumes of the LABOUR GAZETTE have recorded boom and depression, war and reconstruction, strikes and their settlement, industrial problems and the legislation, both federal and provincial, directed towards their solution.

They record the meetings of labour congresses and employer organizations, and their appearances before governments. They describe the trends in Dominion-provincial relations. They reflect the economic and social changes of the time.

Some of the subjects dealt with in this Anniversary Issue were familiar to the early readers of the LABOUR GAZETTE; others, such as the International Labour Organization, unemployment insurance, and the National Employment Service, reflect social advances scarcely contemplated at the turn of the century. And among those early readers, few would have been bold enough to predict the tremendous industrial expansion whose effects are described in these pages, nor the almost hundred-fold growth in trade union membership.

It is hoped that this issue will have some value in summing up the many and varied achievements of the half century, and in affording some basis for looking forward to the future progress of Canadian industry and labour.

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Our Yesterdays

by Harry J. Walker

Editor-in-Chief, LABOUR GAZETTE

At the turn of the century four young men were starting careers that were to lead to a rendezvous with "Manifest Destiny."

Far-off in South Africa a daring young Commando leader, Jan Smuts, was signing a peace in the veldt town of Vereeniging.

Covering that campaign was a brash young war correspondent, Winston Churchill, who had gained his first knowledge of battle tactics by leading a charge of the 21st Lancers at Omdurman.

On the other side of the world, the young scion of an old New York family, Franklin Delano Roosevelt, was leaving Groton School for Harvard.

And from the University of Toronto a brilliant Canadian student, William Lyon Mackenzie King, had just taken post-graduate work at Harvard.

In the inscrutable ways of Providence these four young men were to be brought together under circumstances momentous for mankind.

* * *

Young Mr. King left Harvard on a travelling fellowship. The Faculty wanted him back to accept an instructorship, and had, in fact, appointed him, but he was contemplating a career in sociological research into the lives of the submerged tenth, that segment of society that lived in semi-squalor below the subsistence margin.

In spite of an era of "rugged individualism," nineteenth century

liberalism had a sense of "noblesse oblige." With an ancestral background going back to a fiery rebel against an oligarchy of birth, this young man had the instincts of a militant reformer.

These inherited instincts were quickened by what he saw in a previous winter which he had spent at the Hull House Social Settlement in Chicago while studying labour organization. The Settlement and its surroundings

brought him into close contact with the sweated trades. He saw what bred slums.

Visiting a number of Canadian cities on a roving reporting assignment for the old *Mail and Empire*, the peripatetic cub reporter probed into the condition of workers in the garment trades. He saw clapboard hovels. He saw enacted the "Song of the Shirt" with "its poverty, hunger and dirt." Only these unfortunates—mostly slattern women old before their time—were toiling from dawn to dusk on letter carriers' uniforms for firms awarded contracts by the Post Office Department.

Instead of taking his story to his city editor who would probably have blasted the Government with it, he took it to the Hon. William Mulock (later, Sir William Mulock).

The Postmaster General was shocked and angry. Seeking an immediate remedy, he asked the young writer to make a report with recommendations on which the Government could act.

That interview made an enduring and favourable impression on the Postmaster General. From it stemmed the adoption of the Fair Wages Resolution of March, 1900.

There was another important development.

Unabashed in the presence of Laurier's chief lieutenant, the cub reporter, true to his craft, talked hard sense. He told Mulock that what the country needed was a Department of Labour to deal with such pressing problems.

The idea registered.

Mulock mulled over it, decided the young fellow was right. But it was something novel in the function of Government in Canada.

He had to "sell" the idea to a Cabinet of practical politicians. Mulock succeeded with some misgivings among his Party colleagues.

He introduced a Bill (The Conciliation Act, 1900) designed, among other things "to provide for the publication of statistical and industrial information in a *LABOUR GAZETTE*."

"It will," he stated in the House, "be a useful publication for all classes concerned in industrial life whether employers or employees and will enable them better to understand not only the conditions affecting their own side but the conditions affecting the side of the other party," and cognate with such an understanding, it was hoped "that parties to industrial conflicts would be more ready to adopt peaceful arguments for the settlement of controversies."

Then, as a sort of necessary after-thought, Mr. Mulock announced that "another object of the Bill is to establish a Department of Labour," one of the chief functions of which was to provide motive power for conciliation machinery.

The reaction was immediate. Here was something that smacked of upsetting the status quo in a country with strong pioneering traditions.

Her Majesty's Loyal Opposition, led by Sir Charles Tupper, a "Father of Confederation," and such giants in debate as George Foster and Nicholas Flood Davin, pounced on the proposed legislation. In the first place they wanted to know why such important legislation was left to the end of the session (Ah, perpetual mystery of Parlia-

ments!). They wanted to know who was to edit the LABOUR GAZETTE. Is it to be a party organ?

There were more probing questions. How is the LABOUR GAZETTE to be paid for? Is there to be another Minister added to those who already draw their salaries? Will the Hon. Gentleman say whether he has any person in view for the position?

Opposition critics stressed that the editorship "was a very important position requiring some person well posted on labour matters and in whom a large body of labour men throughout the country will have confidence." No mere party hack was to be considered.

Patiently, Mulock listened. Then, with his customary caution, he replied: "We have someone in view and if we are fortunate enough to get him I think he will be entirely persona grata to all classes." The first Civil Service editor thus referred to was William Lyon Mackenzie King.

With the passage of the legislation the Department of Labour was set up with an appropriation of \$10,000 for the remainder of its first fiscal year. Mr. Mulock now held the dual portfolio of Postmaster General and Minister of Labour. Mr. King was made Editor of the LABOUR GAZETTE, which duty was later combined with that of Deputy Minister.

Thus, fifty years ago, was established the Department of Labour and the LABOUR GAZETTE.

In those early years of the century young Editor King was not alone in his crusading on this continent.

William Jennings Bryan had set the mood of the hour in a speech that rang around the

world: "You shall not press down upon the brow of Labour this crown of thorns; you shall not crucify mankind upon a cross of gold."

Theodore Roosevelt, fresh from the prestige of leading his "Rough Riders" at San Juan Hill, was wielding the "Big Stick" against the Trusts.

Miss Ida Minerva Tarbell, early militant feminist and editor of McLure's Magazine, was tilting against the monopoly of oil.

Upton Sinclair was writing "The Jungle," a novel which made such a scathing attack on conditions in the Chicago stock yards that a Presidential Committee laid bare the abuses.

But in Canada Mr. King was blazing a new trail.

* * *

Fifty years ago that sunny interlude known as the "gay nineties" was drawing to a close.

There were still vast frontier areas. Only 15 years previously Donald Smith had driven the last spike at Craigellachie, and the Canadian Pacific Railway thus completed the vision of the Fathers.

Immigrant trains traversed the plains over which the Red River carts had creaked but twenty-five years previously.

The age of mass production and "the assembly line" was yet to make its impact on industry, although a mechanic named Henry Ford was tinkering with a gasoline engine. Orville Wright was about to fly an engined crate at Kitty Hawk. Our own Robert Dollar had recently quit working as a day labourer in an Ottawa Valley shanty and was founding a dynasty in shipping.

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Price Three Cents

THE LABOUR GAZETTE.

THE *Labour Gazette* is an official publication by the Dominion Government, under the authority of the Conciliation Act, 1900. It is the Journal of the Department of Labour, and is published with a view to the dissemination of accurate statistical and other information relating to labour conditions and kindred subjects. It will be issued monthly, and the matter contained in its columns is intended to be of service to workmen and others desiring reliable data in regard to questions especially affecting labour, and such topics as have a bearing on the status and well-being of the industrial classes of Canada.

The *Gazette* will not be concerned with mere questions of opinion, nor will it be the medium for the expression of individual views. It is an official publication, and as such will seek to record only such statements of fact, and such collections of statistics, as are believed to be trustworthy. In the selection and publication of these, care will be taken to have the information as complete and impartial as possible, and so to arrange it that, while furnishing from month to month facts and figures of current interest, these may at intervals be classified and compiled in such a manner as to show, over periods of time, the trend and development of the subjects dealt with.

The work thus undertaken will, it is hoped, establish a basis for the formation of sound opinions, and for the drawing of correct deductions, but these, in themselves, are tasks which lie beyond the scope and purpose of the *Gazette*, and are ends it will seek to serve, not to meet. . . .

In estimating the position and functions of the *Gazette*, its readers must take into account the vast geographical area of the Dominion, the variety of its industries, and the extent of its trade. A sweep of industry, complex and manifold, stretching from ocean to ocean across four thousand miles of continent, is something which the world has known for the first time during the nineteenth century, and is paralleled only by one or two countries of the globe. But this is one of Canada's most striking and characteristic features, and in this fact is to be found the real significance and importance of the *Labour Gazette*, as well as the best indication of the aims of the undertaking. This Journal will seek to gather from all parts of the Dominion, facts, figures and information bearing on industrial conditions and the state of the labour market. It will seek to supply intelligence in regard to labour in one locality which may be of value to labour in another; in regard to

Facsimile of Editorial Page of the first Labour Gazette.

Editor Mackenzie King's statement of editorial policy is still adhered to as the LABOUR GAZETTE reaches its fiftieth anniversary.

In an economy emerging from a simple frontier setting the worker even if in a union (and they were not the powerful organizations of today) was in no strong position to bargain for better working conditions.

There was practically no protective workers' legislation quite apart from any social legislation. It was free enterprise at its best and worst.

While it was true that the era of "rugged individualism" did impose restrictions on workers improving their living standards, there is another almost forgotten factor in this age where powerful labour organizations can, and do, secure a wide range of benefits by process of collective bargaining.

In the personal relationship that then existed between the owner of a business and his employees, the bonds between the two were often strengthened by the fact the owner knew all his employees and their families, and was more than likely to feel a keen sense of responsibility for their welfare.

In the early years of this century, both in this country and the United States, an individual workman seeking a job presented himself at a mill or factory. Most likely the owner of the business would see him personally, and size him up. If he thought the applicant measured up, he would hire him on his own terms. There was no bargaining about it.

The worker could accept or refuse. If the worker rejected the owner's terms, there was no great hardship on either party. The owner could get another hand, and the worker could get another job, or he could home-

stead, or set up a small business of his own in a growing community.

Both worker and "boss" gloried in their self-reliance and independence.

In general, however, hours and wages and working conditions were at the whim of an employer's market. Floating labour moved from the harvest to the shanties and the railway construction camps.

Shanty and construction camps were not regulated as they are now by quite definite agreements. Railway empires were in the making. In a phrase that "stuck," a well-known evangelist proclaimed to "revival" meetings that "the Sabbath was made for man and not for Mackenzie and Mann."

The nine-hour day was the chief objective in the seventies when the TLC had its birth. In 1873, the redoubtable Dan O'Donoghue (to become Canada's first Fair Wages Officer under Mr. King in 1900) led the first labour delegation to a Government when the Ottawa Trades Council interviewed Prime Minister John A. Macdonald. Perhaps the fact that there were three Dominion and three Ontario elections in the 70's may have rendered political leaders somewhat sensitive to labour under-currents.

About this time, too, labour began calling for some type of government bureau to deal with its special problems.

It had not won any major victories either by employing the strike weapon or in the legislative field.

But in 1886, the Trades and Labour Congress did succeed in having a Factories Act estab-

lished in Ontario which forbade the employment of boys under twelve and girls under fourteen.

* * *

The Royal Commission on Capital and Labour was the first body in Canada vested with Government authority to investigate industrial conditions in this country. It travelled to various sections of the country gathering evidence and its report, published in 1889, revealed some shocking child labour and sweat shop abuses.

When Mr. King also exposed sweat shop conditions and intervened with Mr. Mulock, that, apparently, was the decisive factor leading to the establishment of the Department of Labour.

He recruited a small coterie of able assistants. Numbering less than a dozen, and of widely differing backgrounds, they had a common loyalty to their young leader. Three of them—Dan O'Donoghue, Edward Williams, and Frank Plant—were practical trade unionists fresh from the labour "wars." He sometimes had to curb their enthusiasm for the cause.

With a penchant for economists and newspaper editors, King completed his staff. There was Henry Albert Harper who had been his class-mate at the University of Toronto to whom he allocated the associate editorship of the *LABOUR GAZETTE*. He had been scarcely a year in the editorial chair when his heroic and tragic death cut short a career golden with promise. The tragedy of his self-sacrifice while on a skating party on the Ottawa river, shocked the capital and the country. His memory is per-

petuated in the Sir Galahad statue at the foot of the Parliament Buildings.

Another of his editorial colleagues was F. A. Acland who had been his chief in his reporting days, and who later became Deputy Minister of the Department. Mr. Acland brought to his task a fine and discriminating mind, eminently fair and cultured.

Then there was Frank Giddens a diligent fact-finding newspaperman from the London Free Press whose talents in his craft King used to advantage on roving commissions both in this country and abroad.

In that select company, too, were R. H. Coats, who became distinguished as Canada's first statistician, and W. W. Edgar, brought in by Mr. King to build a library that has become today a repository of labour history.

* * *

It is a far cry in the story of labour and the Department from those pioneering years to the complexities of the present.

Probably the most significant development has been that brought about in the changed basis of employer-employee relationship. Two factors were chiefly responsible for this orientation: (1) the disappearance of direct personal relationship between the owner and his workers; and (2) the advent of mechanized industry and the assembly line. To which might be added (somewhat later) a third factor, resulting, in part, from the other two—the mushrooming of the big industrial unions.

In the march of time, plus the impact of big business, the direct relation between an individual employer knowing all his "hands"

by their first name came to an end. The employment manager or personnel officer became the medium of contact with employees. This officer's responsibility was, of course, to the employer. The community could no longer exercise the influence on employment policy that it once could on the individual owner of a business.

In this new set-up, the worker had to make some drastic adjustments. With mechanization and mass production, the highly skilled workman found his former skills not in such demand as in the old days of craftsmanship. More often, there was a call for other types of skills, with the emphasis on speed. He was in no position to bargain as an individual.

To maintain his living standards, he now had to meet an impersonal machine and an impersonal company. So he, too, was forced, by the trend of events, to join with his fellows to sell his product (his labour skill) on a collective basis.

In this transformation, the character of industry itself was changed and individual craftsmanship lost something of its former connotation as applied to a trade. There are, of course, still many craft unions, but there was tremendous upsurge of individual craft unions merging their identity in what became known as industrial unions. For instance, many former carpenters, machinists, metal workers, and painters, employed in an automobile plant, preferred to be designated as an Automobile Workers' Union, regardless of their particular skill or craft.

* * *

This new alignment of industry accelerated collective bargaining. In the United States the

process was moulded into legislative enactment in the Wagner Act which provided a compulsory feature. This was one of the most important and far-reaching of President Roosevelt's "New Deal" measures during the depression of the "hungry thirties."

In Canada, the Second World War brought into sharp focus its necessity. Accordingly, the Department of Labour administered a set of regulations under P.C. 1003 which marked a complete change in Federal Government policy in industrial relations. One of the major provisions was recognition of the clear right of employees—and also of employers—to organize.

For the first time in Canada a procedure for instituting collective bargaining negotiations was set up, and provision made for the certification of collective bargaining representatives. The union, through its representatives, had to be recognized in future negotiations. Compulsory collective bargaining became a reality in law over wide areas of Canada.

With the conclusion of the war, and after an exhaustive process of consultation with organized labour, associations of employers and provincial authorities, the major provisions of P.C. 1003 were incorporated and extended in permanent legislation applying to all industries within the jurisdiction of the Federal Parliament.

There is also provision, under the present legislation, whereby arrangements can be made with the provinces for uniform administration of similar legislation.

This Federal Legislation requires employers and employees alike to undertake collective bargaining in good faith. It does not say what the bargain shall be; it leaves that

to the parties. It does list what are prohibited unfair labour practices and applies restrictions to both employers and employees.

Until the Millenium is reached it is doubtful if there will be complete unanimity on any legislation touching industrial relations.

The function of the Department of Labour is to hold the balance evenly to prevent giving either party an undue advantage. In fact, the role of the Department in industrial relations is now compounded of one part consultant, one part mediator, and one part referee. This last is in evidence mainly when the public interest must be protected.

There was a time when the opposing factions considered that the public interest did not matter. It definitely does now. Mr. King in 1907 emphasized the profound change in such thinking when, in preparing the ground for the Industrial Disputes Investigation Act, he enunciated in the *LABOUR GAZETTE* that "in any civilized community private rights must cease when they become public wrongs."

One result of all the Department's exploratory work and patient weighing of all factors is that collective bargaining is becoming a humanized process with labour and management taking their places as equals around a conference table.

* * *

The social responsibilities of a developing industrial country were reflected in the growing responsibilities of the Department as the half-century progressed. These included the sale of government annuities, co-ordination of the provincially administered employment service established in

1919, the administration of old age and blind pensions (subsequently transferred to the Department of Finance) and the Combines Investigation Act. This last was later transferred to the Department of Justice because it involved prosecution proceedings and the Justice Department was considered the proper medium for this work.

Another measure that came under the Department was vocational education and training. Stemming from the recommendations of a Royal Commission on Technical Education, the House of Commons in June, 1919, adopted legislation providing for a federal appropriation of ten million dollars to be paid to the provinces over a period of the years to assist them in providing technical education.

The necessity of job training in the depression years, accentuated by the Second World War, further projected the plan into a Dominion-Provincial set-up for vocational training.

Canada's membership in the International Labour Organization brought the Labour Department into the movement to improve working standards on a world-wide front.

Passage of the Unemployment Insurance Act in 1940 constituted a tremendous social advance, and brought with it an expansion and re-organization of the network of employment offices.

The Second World War and its aftermath brought an additional set of responsibilities under the Department's wing.

In the whirligig of events, how far the Department of Labour has broadened its orbit may be indicated in the following

administrative functions: National Registration; Selective Service; Mobilization of Manpower; Japanese Evacuation from Coastal Areas; Control of Port Loading Operations; Prisoners-of-War; Reinstatement of Veterans in Civil Employment; Polish Veterans Movement; Absorption of Displaced Persons and, most recently, the Government Employees Compensation Act.

* * *

Nothing remains static. It is a yardstick of human progress that what sufficed in human affairs ten, twenty, thirty, forty and fifty years ago is not good enough today in a world that has been rocked by two great wars and a depression.

Accordingly, social-economic developments in the past fifty years have resulted in a great expansion in the services the

Department of Labour has been called upon to provide.

Through it all Labour has gained an impressive "Bill of Rights". No longer is it the unprotected, under-privileged segment of industry that it was fifty years ago, when a keen young man applied a set of social principles to the problems of a democratic state and made it work.

What he and his successor, the late Hon. Humphrey Mitchell, have tried to do in more recent years is to unobtrusively indicate that with power goes responsibility.

And it would seem as if labour itself is moving into a wider concept of its role in community, national and even international affairs, in a mature awareness of the obligations it shares with all sections of society.

"Most of the work on Government clothing has really been executed by women and girls. Where these have been employed in shops their wages have been, on the whole, exceedingly low; and where the work was performed in homes the prices paid were often such as to necessitate long hours of labour for a very meagre return. . . .

"The conditions under which much of the Government work has been executed have been such as to prove injurious to the health and well-being of those engaged in it. There has been no proper or adequate inspection of the methods or the work itself, and, as a consequence, individuals and the public alike have been exposed to continuous risk from the spread of contagion as well as to harm in other ways.

"I need scarcely add that the existence of such conditions, apart from any other attendant evils of the sweating system, constitute emphatically . . . 'sufficient grounds for Government interference in order that future contracts may be performed in a manner free from all such objectionable features.'"

Report on Government Clothing Contracts
by W. L. Mackenzie King,
January 5, 1898.

CANADA'S MINISTERS OF LABOUR

by Allan Donnell

Editorial Staff, LABOUR GAZETTE

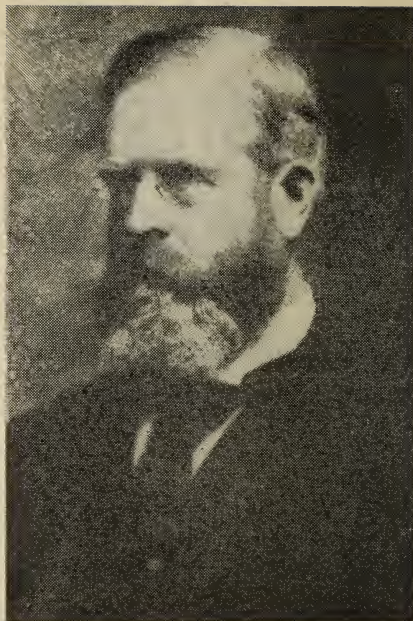
During the fifty years since it was established the Department of Labour has had fifteen Ministers, whose tenures of office ranged from a few months to nine years. They were men of varying talents and points of view, keenly aware of the responsibilities of public office, and each of them in his own way strove to improve industrial relationships and to create better social conditions for all Canadians.

Initially, the Department was little more than an appendage of the Post Office Department, but over the years its functions have been greatly extended until it has become one of the most important and exacting branches of the Federal Government.

Dealing as it does with all those human relationships involved in industrial affairs, the Department by its very functions becomes the medium of adjustment between labour and management in disputes which sometimes drastically affect the public interest.

It is perhaps not surprising, therefore, that the responsibilities borne by several of the Ministers, especially during the two World Wars and in the depression of the 1930's, broke their health and forced their early retirement from public life.

Sir
William
MULOCK,
K.C., K.C.M.G.



1900-1905

Few Canadians have won distinction in so many fields of public service as Sir William Mulock, Canada's first federal Minister of Labour. As an educationalist, lawyer, parliamentarian, government administrator and jurist, he was almost equally eminent.

William Mulock was born of Irish forebears in the little village of Bondhead, Ontario, in 1844. His father, who was a country doctor, died at a comparatively early age, leaving his widow and a young family in none too prosperous circumstances. As a consequence young Mulock spent his boyhood in a home where thrift was a well-worn precept. Fortunately, his mother encouraged and assisted him in every way she could to continue his education in the Grammar School at Newmarket, Ontario, and at the University of Toronto. He was an outstanding student and graduated near the top of his class in all subjects, winning the gold medal in modern languages. Five years later, in 1868, he was called to the Ontario bar.

From 1873, until the close of his long life in 1944, he was intimately associated with the administrative affairs of the University of Toronto, as a member of the Senate, Vice-Chancellor and finally as Chancellor.

It was, however, as a member of the House of Commons, Minister of the Crown, and finally as a jurist, that William Mulock won his

most enduring fame. He was elected to Parliament in the general election of 1882 for the riding of North York, a constituency he continued to represent until his retirement from political life in 1905. He was popularly known among his rural constituents as "Farmer Bill."

In 1896, he was given the post of Postmaster General. Within three years of his appointment he converted the heavy perennial deficits of the Post Office Department into substantial surpluses. He introduced the use of postal notes, became the "father of penny postage," promoted the "all-red cable" between Canada and Australia and by working in conjunction with Signor Marconi, secured for Canada the first wireless station in North America. For these services he received a Knighthood from the King in 1902.

But in another and quite different field, that of labour relations, Mr. Mulock gave proof of his kindly human qualities as well as his political foresight and sagacity. Prior to 1900, almost all of the labour legislation in force in Canada had been enacted by the provinces and such as there was, was "limited in scope and wholly lacking in uniformity."

Following the reports made by Mr. Mackenzie King in 1898 on sweated labour and other unsatisfactory labour conditions Mr. Mulock took steps to establish a federal Department of Labour. It was a touchy venture. Both politicians and the general public were suspicious of anything that looked like "class legislation" and any extra expense involved in setting up a federal labour portfolio was certain to arouse criticism. For these reasons, the title of the Bill introduced in Parliament in 1900 read: "An Act to Aid in the Prevention and Settlement of Trade Disputes and to Provide for the Publication of Statistics and Industrial Information." It became known as "The Conciliation Act."

The Act was given Royal Assent on July 18, 1900. Mr. Mulock at once appointed Mr. Mackenzie King Deputy Minister and editor of the *LABOUR GAZETTE*, and provided him with office equipment and a small clerical staff. The first issue of the *GAZETTE* appeared in September. It bore the imprimatur on its title page "Department of Labour under Authority of Parliament." From that time on in the press, public discussions and subsequently in Parliament, the Department was given general recognition and Mr. Mulock became known as the Minister of Labour as well as Postmaster General.

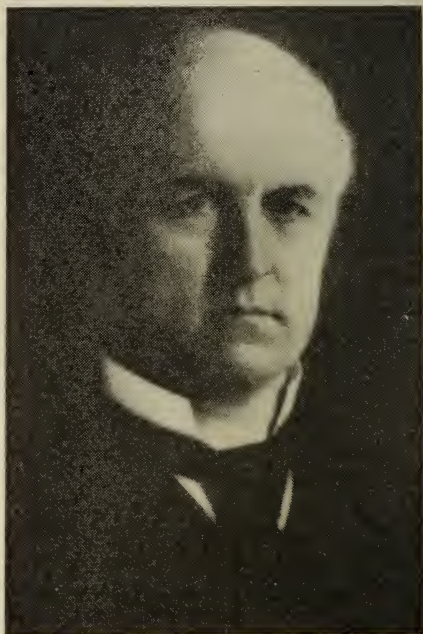
Mr. Mulock set about the task of organizing the work of the new Department with the same thoroughness, energy and resourcefulness that he displayed in rejuvenating the postal services. He secured the enactment of such important measures as the Fair Wages Resolution of 1900, the Railway Arbitration Act of 1902 and the Labour Disputes Act of 1903.

However, the heavy duties involved in the administration of two important departments of government for five years (in addition, he was also Acting Minister of Public Works for nearly a year) undermined his health and in 1905, Sir William retired from the government to accept a less onerous position as Chief Justice of the

Exchequer Division of the Supreme Court of Ontario. In 1923 he was appointed Chief Justice of Second Appellate Division of the Supreme Court and later in the same year was made Chief Justice of Ontario.

Sir William maintained two homes, one in Toronto, the other a country estate near Aurora, Ontario, in the heart of his old federal constituency of North York. The closing years of his long life were serene and happy. He maintained a keen interest in current trends of thought, and it was said of him that he seldom delved into the past, except to give point to discussions of the present or the future. He died on October 1, 1944, less than four months before his 101st birthday.

Sir
Allen Bristol
AYLESWORTH,
K.C., K.C.M.G.



1905-06

Elected to fill the vacancy caused by the resignation of Sir William Mulock, Allen Bristol Aylesworth entered the House of Commons in 1905 as member for Sir William's old constituency of North York. He was at once appointed by Sir Wilfrid Laurier to succeed Sir William as Postmaster General and Minister of Labour. Within a year he was transferred to the Ministry of Justice and was succeeded in the dual portfolio by Hon. Rodolphe Lemieux, then Solicitor General.

Sir Allen was a descendant of United Empire Loyalists and was born near the village of Newburgh, Ontario, in 1854. Following his graduation from the University of Toronto, he began the study of law in Toronto, with Harrison, Osler and Moss in 1876, was admitted to the Ontario bar in 1878 and was made a Queen's Council in 1889. In 1891, he was appointed a bencher of the Law Society of Upper Canada, a position he occupied until he became Minister of Justice in 1906.

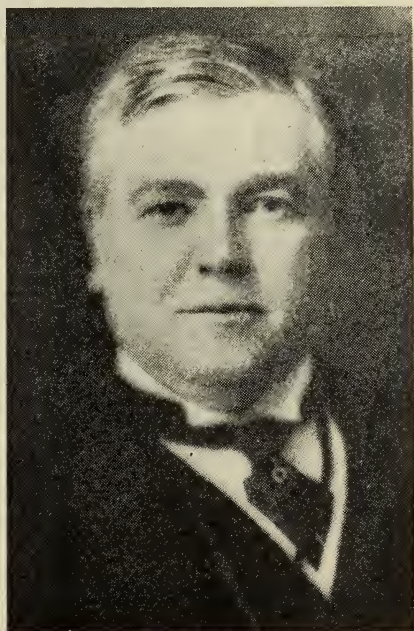
In 1903, he was appointed by the King as one of three British members of the British-American tribunal to settle the Alaska boundary dispute. Mount Aylesworth, a 9,400-foot peak on the Alaska-British Columbia boundary, was so named as a tribute to his skilful handling of the Canadian argument before the tribunal.

Seven years later, in 1910, he acted as agent for Great Britain before the Hague tribunal in the arbitration proceedings over the North Atlantic Fisheries. For this service he was knighted by King George V in 1911.

Sir Allen was elevated to the Senate in 1923. As a recognized authority on constitutional law, he has on many occasions rendered valuable service as a member of that body. Although in his 96th year, he still retains a keen interest in national and world affairs.

Hon.
Rodolphe
LEMIEUX,
K.C., LL.D.

1906-1909



Hon. Rodolphe Lemieux, Postmaster General and Minister of Labour from 1906 to 1909, ranks high among those who have made outstanding contributions to the public life of

Canada. Gifted with a cosmopolitan outlook and an urbane, and courteous personality, he has been described as "a born diplomatist." A master of both English and French languages, he did much to promote the *bonne entente* in Canada, and to cultivate good relationships between Canada and France.

Mr. Lemieux was born in Montreal on November 1, 1866. He received his education at Nicolet College and later at Laval University. He graduated in 1891, with the degree of B.C.L. and was called to the Quebec Bar the same year. He soon became an acknowledged leader in his chosen profession and in 1896, joined the Law Faculty of Laval, where, for ten years, he lectured on Canadian Constitutional Law. He was elected to the House of Commons for Gaspé in the general election of 1896, a constituency he continued to represent until the defeat of the Laurier administration in 1911. Although defeated in Gaspé in that election, he was elected for the constituency of Rouville and retained his seat in the Commons until summoned to the Senate in June, 1930. In 1904, he was appointed Solicitor General by Sir Wilfrid Laurier and two years later was promoted to cabinet rank as Postmaster General and Minister of Labour.

Early in his Ministry he visited Japan to arrange a settlement of the vexed problem of Japanese immigration to British Columbia. He represented Canada at a special convocation of the International Postal Union at Berne, Switzerland in 1909 and the following year at the opening of the first Parliament of the South African Union.

Mr. Lemieux was co-author with Mr. Mackenzie King of the Industrial Disputes Investigation Act of 1907. This legislation, familiarly known as the "Lemieux Act," created widespread interest, not only in Canada, but in other countries as well, and its basic principles are still incorporated in Canadian conciliation procedure.

A few months prior to the general election of 1911, Mr. Lemieux was transferred from the portfolio of Labour to that of Marine and Fisheries. Although no longer a member of the Government after 1911, he was known as "Quebec's most energetic recruiting sergeant" in the first World War.

In 1921, and again in 1924, he refused a portfolio in the cabinet of Mr. Mackenzie King, and also the Lieutenant-Governorship of Quebec. He was elected Speaker of the House of Commons in 1922 and again in 1926. He continued as First Commoner until 1930 when he was elevated to the Senate. His death occurred on September 28, 1937.

Rt. Hon.
William Lyon
Mackenzie
KING,
O.M., C.M.G., LL.D.

1909-1911



Rt. Hon. William Lyon Mackenzie King, Canada's first full-time and Sir Wilfrid Laurier's last Minister of Labour, served a long and exacting apprenticeship before entering upon the duties of that high office.

Mr. King was born in Berlin (now Kitchener), Ontario in 1874. At the age of 17 he matriculated to the University of Toronto, from which he graduated with high honours and an Edward Blake scholarship four years later.

He inherited his life-long interest in social, economic and political problems from his maternal grandfather, William Lyon Mackenzie, the patriot leader in Upper Canada in 1837. This interest developed steadily during the years that he was a student at the University of Toronto and a fellow and post graduate student at the University of Chicago. While in Chicago, Mr. King lived at Hull House and spent his spare time in case studies at that great social service centre. What he learned there of the manner in which the poor and the immigrant classes were being exploited profoundly impressed him. When he returned to Toronto in 1898, he discovered similar sordid conditions in establishments working on Canadian government contracts. These he reported in person to Hon. William

Mulock, the Postmaster General. His revelations started a chain of legislative action. The Fair Wages Resolution was passed by Parliament in 1899. The following year the Department of Labour was established, and Mr. King was persuaded to give up an academic career to become Deputy Minister of Labour and Editor of the LABOUR GAZETTE.

During the eight years that he was Deputy Minister, Mr. King was largely responsible for drafting much important legislation, including the Industrial Disputes Act of 1902; the Railway Labour Disputes Act of 1903 and the "Lemieux Act" of 1907. He is credited with having personally settled over 40 labour disputes in the same period, some of which presented serious threats to the national economy. He was no less successful in handling delicate situations arising from Asiatic immigration and in stopping the dubious practice of importing strike breakers from Britain.

In 1908, he resigned as Deputy Minister of Labour and was elected to the House of Commons for North Waterloo. The following year he became Canada's first full-time Minister of Labour. The general election of 1911 resulted in the overthrow of the Laurier administration and Mr. King suffered personal defeat. He was not returned to the House of Commons until the general election of 1921, two years after he had been elected leader of the Liberal party. During the intervening years, he conducted a survey of industrial relations for the Rockefeller Foundation and in conciliation work in wartime industries in the United States. His well-known book, "Industry and Humanity," published in 1919, is, in essence, a report based on that survey.

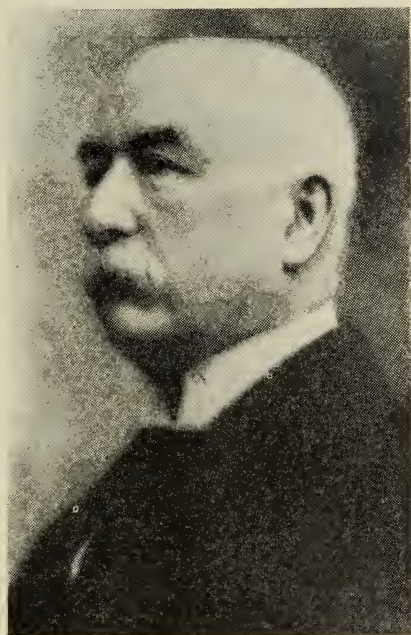
Mr. King's election to the leadership of the Liberal party in 1919, and the return to power of that party in 1921, brought to a close his specialized work in the field of industrial relations. He had served an honourable apprenticeship in government administration. Henceforth he was to devote his energies and his well-trained mind to giving leadership in an ever-expanding national and international economy, until his retirement from public life in 1948.

On July 22, 1900, Mr. King arrived in Ottawa from Europe, where he had been on a Harvard University travelling fellowship. He had given up a promising academic career at Harvard to become a Canadian public servant. Hardly anyone in the capital, other than a few members of the government were even mildly interested in his arrival. No one could have been aware that a future Prime Minister and world statesman had come amongst them and that a new epoch in Canadian public life had been born. A modest office in the old Molson's Bank Chambers at 14 Metcalfe Street had been prepared for him and he entered at once upon his duties as Deputy Minister of Labour and editor of the LABOUR GAZETTE.

On July 22, 1950, just fifty years later to the day, Mr. King, in the fullness of years of outstanding service and bearing innumerable honours passed peacefully away at his summer home at Kingsmere in the Gatineau hills, a few miles from Ottawa. For more than 21 years he had been Prime Minister. He had played a leading role in Canada's evolution from semi-colonial status to equal rank with the other nations of the British Commonwealth and a world power in her own right. He had contributed greatly to the social, industrial and economic life of the nation and to the unity of the many peoples who make up its population. He had given distinguished leadership to Canada throughout the Second World War and in the early post-war years. He left a mark on the life of his day and generation that will not be soon effaced.

Hon.
Thomas Wilson
CROTHERS,
K.C.

1911 to 1918



Although he had been prominent in legal and academic circles in Western Ontario for several years, Hon. Thomas Wilson Crothers could scarcely be considered a national figure in the field of industrial relations at the time of his appointment as Minister of Labour in the first cabinet of Sir Robert Borden in 1911. His interest in education was

recognized in 1910 when he was made Chairman of the Ontario Text Book Commission that investigated the prices of primary and secondary school text books.

It became his national duty to administer the Department of Labour throughout the First World War. That experience taxed his ability and energy to the limit. In the end his health gave way and he was forced to resign less than ten days before the signing of the armistice in 1918. He was appointed to the Senate, but his death occurred before Parliament re-assembled, and he never took his seat.

Mr. Crothers was born on New Year's Day, 1850, in the small community of Northport, Prince Edward County, Ontario. He was educated in the Northport schools and at Albert College, Belleville. He studied law in the offices of Foy, Tupper and Macdonald and later with Bethune, Osler and Moss in Toronto. Before beginning the practice of law in St. Thomas in 1880, he was for three years principal of the High School at Wardsville in Elgin County. In the Ontario general election of 1879 he was defeated in West Elgin by the narrow margin of seven votes. His first entry into Federal politics was in the general election of 1908, when he was elected in West Elgin. He held the seat until he resigned ten years later.

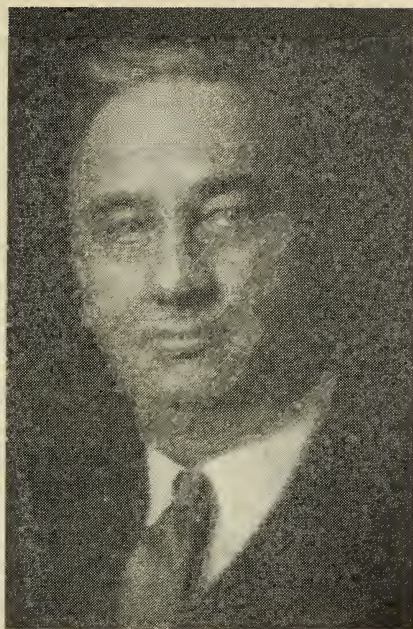
The outbreak of war in 1914 initiated four years of intense governmental activity in solving an almost continuous stream of unprecedented problems. Writing of the work of the Labour Department a well-known journalist of the early post-war period stated: "To know when to conciliate, when to use moral suasion, when to use wartime compulsion; to be able to handle conflicting opinions and interests and to hold even a moderate degree of respect and esteem from both sides was a very difficult task."

The problems of finding and assigning workers for munitions plants, farms and even the armed forces became a vital concern of the Department of Labour. Labour unrest was all too common and conciliation machinery had to be strengthened. Manpower inventories had to be taken, anti-loafing legislation passed and in 1917 the conscription issue rocked the country. Commodity prices rose sharply and made necessary the setting up of controls.

In the early autumn of 1918, Mr. Crothers' health failed and four days before the armistice that ended the World War, he resigned.

Senator
Gideon Decker
ROBERTSON,
LL.D.

1918-1921; 1930-1932



Senator Gideon Decker Robertson, Canada's sixth Minister of Labour, held a number of unique records. He was the first Minister of Labour from the ranks of labour. He never contested a parliamentary election and never held a seat in the House of Commons. He was the first representative of organized labour to be appointed to the Senate.

He was the first, and so far the only Senator to hold the portfolio of Labour and was the only Minister of Labour who has served under three Prime Ministers. Unlike his five predecessors in that Ministry, he was not "learned in the law." However, he continued the tradition somewhat tenuously inasmuch as his paternal grandfather had been a lawyer in Scotland.

Senator Robertson was born in Welland, Ontario, in 1874. He was educated in the public and high schools of his native town and in 1893 entered the service of the Canadian Pacific Railway as a telegrapher. He took an active interest in labour union affairs, to such purpose that in 1908, he was made General Chairman of the Order of Railroad Telegraphers. Six years later he became Deputy President and in 1915, Vice-President of the Order for Canada.

Senator Robertson displayed exceptional ability as a mediator in labour-management disputes during the war years. This, together with his refusal to go along with the anti-conscriptionists among the leaders of organized labour made him a logical choice for a seat in the Senate, after the Government had decided to appoint a representative of labour. He was given the Senate appointment in January 1917, and the following October was made Minister without portfolio in Sir Robert Borden's cabinet.

Among the notable labour disputes in which Senator Robertson used his good offices were the controversy between the C.P.R. and its conductors and trainmen in 1916; the Nova Scotia coal strike and the Vancouver shipbuilding strike in 1918, and most prominent of all, the Winnipeg Civic strike of 1919. In the latter case he was threatened with bodily harm by the Bolshevik leaders in the strike if he appeared in Winnipeg. The threat did not deter him, however. He went to Winnipeg and directed operations in quelling street riots and in bringing to an end a reign of violence that has had no parallel in Canadian labour history.

Shortly after the United States declared war in the spring of 1917, Senator Robertson went to Washington at the request of the American government to pass along the experience of Canada in wartime labour administration.

Early in November 1918, Mr. Crothers resigned from the Ministry and Senator Robertson was at once appointed in his stead. The first World War ended a few days later and the task of converting the country from a wartime to a peacetime economy had to be undertaken at once. The administrative duties of the Minister at the time were scarcely less difficult than those encountered by his predecessor at the outbreak of war. Conditions were unprecedented and many problems had to be resolved by the "trial and error" method.

To add to his difficulties, other administrative duties were assigned to him, including the Government Printing Bureau; employment offices co-ordination; technical education and Canada's obligations in connection with the International Labour Office.

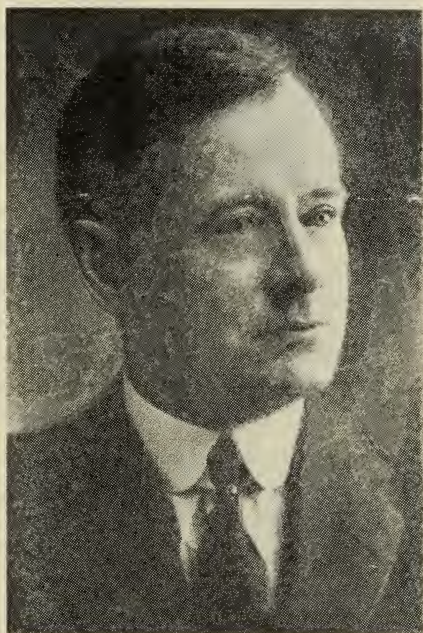
A large measure of Senator Robertson's success in solving early post-war problems was due to his ability to enlist the co-operation of federal and provincial officials, labour unions and industrial, commercial, transportation and construction interests.

Rt. Hon. Arthur Meighen succeeded Sir Robert Borden as Prime Minister in 1920. In the general election of 1921, the Meighen government was defeated and Senator Robertson reverted to his former position with the Order of Railroad Telegraphers. With the return to power of the Conservatives in 1930, under the leadership of the Rt. Hon. R. B. Bennett, Senator Robertson was again appointed Minister of Labour.

The great depression of the 30's was already becoming world wide. Legislation to provide immediate relief was passed by Parliament at once and the Minister of Labour was charged with the heavy task of its administration. In addition, three years of drought on the prairies was bringing ruin to thousands of farmers. To make a personal appraisal, the Minister paid a flying visit to the prairies in 1931. The scenes of desolation that he saw depressed him greatly. That, coupled with overwork in his Department, undermined his health, and a few months later he resigned his portfolio. In April, 1932, he was sufficiently recovered to head the Canadian Delegation to the International Labour Conference of which he was elected President, the first Canadian to be accorded this honour. His illness returned, however, and a great humanitarian and devoted public servant was taken by death in August, 1933.

Hon.
James
MURDOCK,

1921-1925



Like his predecessor in the Ministry, Hon. Senator G. D. Robertson, Hon. James Murdock, Minister of Labour in the first Mackenzie King cabinet, had attained to high office in one of the Railroad Brotherhoods. For 16 years (with the exception of a few months in 1920-21, when he had served as a member of the Board of Commerce) he had been Vice-President and Chief Canadian Executive of the Brotherhood of Railroad Trainmen.

Mr. Murdock was the son of a British Indian Army officer and was born in Brighton, England, in 1871. Following the death of his father and mother, he was brought to Canada as an adopted orphan in his early childhood and was given a common school education. His boyhood was not too happy, and early he determined to get away from an environment in which he felt his limitations.

He was working in Leamington as a grocer's delivery boy when one day, after he had placed his deliveries on the train, he just bolted with the spirit of a young colt. For him there was no turning back. The next job he got was in a C.P.R. gravel pit. From there he graduated naturally into the orbit of the Brotherhood of Railroad Trainmen. In 1890, he joined the operating service of the C.P.R. as a trainman at London, Ontario.

His first venture into politics was in the general election of 1921, when he was defeated in the federal constituency of South Toronto. However, he was appointed Minister of Labour in December, 1921, and was provided with a seat in the House of Commons by acclamation as representative of Kent County in January, 1922.

During the summer of 1922, Mr. Murdock summoned a Dominion-Provincial conference in Ottawa to discuss the problems of unemployment. Provincial and municipal officials, leaders of organized labour and of industrial, commercial and construction interests attended. A more or less determined attempt was made to fix the responsibility for the relief from unemployment on the Federal Government. Nearly a week was spent in heated arguments in which the Minister held bluntly to his claim that unemployment was a provincial responsibility, and the conference broke up without having extracted from Mr. Murdock any change in Federal policy.

In 1924, a decision in a test case made by the Privy Council declared the Industrial Disputes Investigation Act of 1907 *ultra vires* of the Federal Parliament and Mr. Murdock piloted an amending Bill through the Commons, restricting the Act's application to matters under federal jurisdiction.

Later in the same year, Mr. Murdock's course in connection with the failure of the Home Bank was made the subject of a Parliamentary investigation which assumed a decidedly partisan complexion. In the end, the Minister's course in the incident was vindicated. Mr. Murdock was defeated in the general election of 1925 and resigned from the Ministry of Labour. He was again defeated in the general election of 1926, and was appointed to the Senate in 1930. His death occurred in Ottawa in May, 1949.

From a boyhood that was none too happy, he mastered the experiences of his early environment until it was said of "Jim Murdock" that "his concern for his fellow men constituted his main passion in life."

Hon.
John Campbell
ELLIOTT,
K.C.



1926

Hon. John Campbell Elliott was appointed Minister of Labour in March 1926 to succeed Hon. James Murdock, who was defeated in the general election held late in October, 1925. The following month Mr. Elliott was also given the portfolio of Health and Soldiers' Civil Re-establishment.

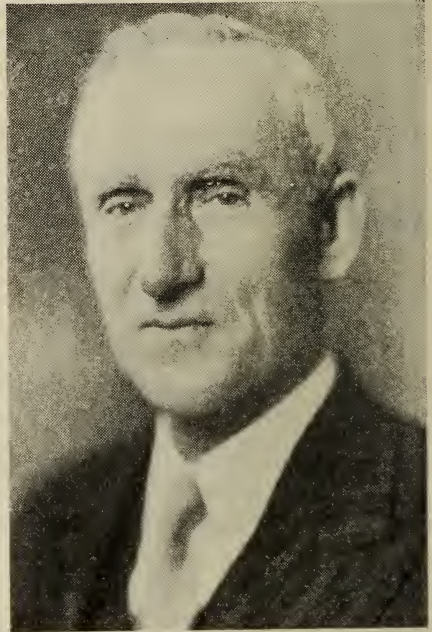
Although that election had resulted in the official opposition securing the largest group in the House of Commons, Prime Minister Mackenzie King relied on the support of the small group of Progressives in the House to carry on the government. However, he found his position untenable and the government resigned on June 28. Mr. Elliott was thus Minister of Labour for less than four months, and that during a period when the government, lacking a working majority, was virtually powerless to initiate any contentious legislation.

Mr. Elliott was born on a farm in Middlesex County, Ontario, in 1872. He qualified as a teacher at Strathroy and Glencoe secondary schools. Subsequently, he entered Trinity University in Toronto, from which he graduated in law in 1898 and from Osgoode Hall in 1905. He was elected to the Ontario legislature in the general election of 1908 and was re-elected in 1911 and in 1914. He was first elected to the House of Commons in 1926 as Member for West Middlesex, and retained his seat in subsequent elections until his elevation to the Senate in 1940.

The federal general election in September 1926, gave Mr. Mackenzie King a working majority in the House of Commons and he appointed Mr. Elliott Minister of Public Works, a portfolio he held until 1930 when the Government was defeated. Following the general election in 1935 Mr. King again became Prime Minister and Mr. Elliott was made Postmaster General. He resigned that portfolio in January 1939 as a result of failing health and a year later was elevated to the Senate. He never regained his health, however, and died suddenly in Ottawa in December 1941.

Hon.
George Burpee
JONES,

1926



Hon. George Burpee Jones was Minister of Labour in the interim cabinet formed by the Rt. Hon. Arthur Meighen, after the resignation of Prime Minister Mackenzie King on June 28, 1926. The new cabinet was sworn in on July 13 and this was virtually the opening incident in the election campaign which ended on September 14 in the defeat of the Meighen administration. Thus Mr. Jones' tenure of the Ministry of Labour was devoted almost solely to election activities.

Mr. Jones was descended from United Empire Loyalist stock and was born at Belleste Bay, New Brunswick in 1866. He was given a common school education at Apohaqui Superior School and at the

age of 12 entered the employ of a general merchant. After six years of apprenticeship, he became manager of a general merchandising and lumber business. Five years later he and his brother commenced their own business at Apohaqui under the firm name of Jones Brothers, lumber manufacturers and general merchants. The business prospered and in due course Mr. Jones joined the directorates of other important commercial undertakings, including the Bayside Lumber Co. in Nova Scotia, the New Brunswick Telephone Co. and the Saint John Daily Standard.

Mr. Jones took an active interest in municipal affairs and for 25 years was chairman of the Apohaqui School Board. He was elected a member of the New Brunswick legislature in 1908 and was re-elected in 1912, 1917 and 1921. In December 1921, he was elected to the House of Commons and was re-elected at subsequent federal elections until he was summoned to the Senate in 1935. He died at Sussex, New Brunswick, in April 1950, at the age of 84.

Hon.
Peter
HEENAN,

1926-1930



"Peter the Peacemaker" was the well-earned sobriquet frequently applied to Hon. Peter Heenan, Federal Minister of Labour from 1926 to 1930 and Ontario Minister of Labour from 1941 to 1943. During his years in the Federal Ministry he was credited with having personally prevented or settled more than 160 labour strikes.

Consequently, he was justly proud of this evidence of the appreciation and esteem of his fellow Canadians. That, and his success in persuading the Dominion and Ontario to agree to the payment of old age pensions, as well as his having earned a medal for youthful prowess as a professional football player, he considered as among the crowning achievements of his life. He was "a son of the people" and in his day worked as a coal miner, a deep sea diver, a professional football player and a locomotive engineer.

Mr. Heenan was born in Tullaree, Ireland, in 1874, but moved with his family to England at an early age, and was educated at an English public school. Later, he served his apprenticeship as a locomotive engineer in England, before going to Costa Rica to work on the railways there. The climate of Costa Rica undermined his health and he came to Canada in 1902, settling down in Kenora, Ontario, as an engine driver for the C.P.R. He took an active interest in labour union activities as well as in the civic affairs of his adopted town. In 1919 he was elected to the Ontario legislature for Kenora. Six years later he resigned his seat to contest—and win—the federal constituency. He was appointed federal Minister of Labour in 1926, but resigned his portfolio when the government was defeated in 1930. However, he retained his seat in the House of Commons and characteristically went back to his job of engine driving at Kenora.

In 1934, he accepted an invitation to become Minister of Lands and Forests in Premier Hepburn's cabinet in Ontario. Seven years later he was transferred to the provincial labour portfolio from which he resigned in 1943. His death occurred in Toronto in May, 1948.

Hon.
Wesley Ashton
GORDON,
K.C.

1932-1935



First elected to the House of Commons in the general election of 1930, Hon. Wesley Ashton Gordon was at once made Minister of Immigration and Colonization and Minister of Mines by the Prime Minister, Rt. Hon. R. B. Bennett. Following the failure of Senator Gideon Robertson's health and his resignation from the Ministry of Labour in 1932, Mr. Gordon was given the portfolio of Labour as well.

He was thus the administrative head of three important Departments of Government from 1932 to 1935, years in which the country was just beginning to emerge from the worst economic depression in its history. With some justification his colleagues regarded him as "a bear for punishment."

Relief for the unemployed was perhaps the most serious problem with which he had to deal and he carried out the government's policy, which had been formulated earlier, with discretion and efficiency. In addition, his term in the Labour Ministry was marked by a number of labour disputes in which the Department took an active part under the I.D.I. Act. He was credited with having personally averted a critical railway strike, and by his impartial approach to labour problems to have won and kept the confidence of organized labour in general.

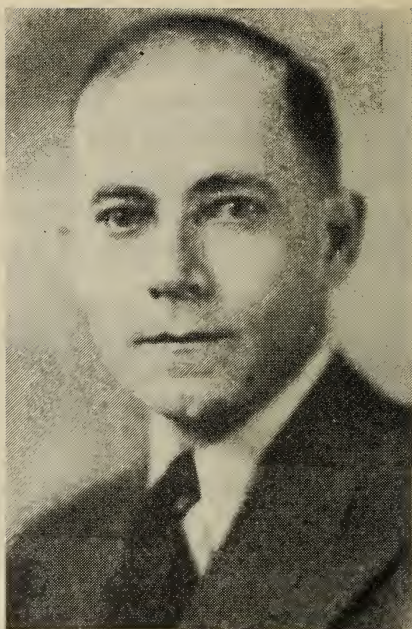
Mr. Gordon was a native of Owen Sound, Ontario, and was born in 1884. After his graduation from Osgoode Hall and his admission to the Ontario bar, he developed a successful law practice in Haileybury, Ontario, and soon became an authority on mining law and the mining industry in general. He took an active interest in educational affairs in his adopted town and was largely responsible for the establishment of the Haileybury School of Mining, which continues to make a significant contribution to the mining industry in northern Ontario.

During his first session in the House of Commons he was made Chairman of the Special Committee which investigated the Beauharnois Power Company and the methods by which it obtained a lease of valuable water rights on the St. Lawrence river.

Mr. Gordon was defeated in the general election of 1935 and returned to his private law practice in Haileybury. His death occurred in Toronto in February, 1943, following a lengthy illness.

Hon.
Norman McLeod
ROGERS,

1935-1939



"An acknowledged authority on constitutional law" who had "devoted many years to the study of government and political science," Hon. Norman McLeod Rogers was Minister of Labour at a time when the world was looking back on the economic wreckage left by the great depression and looking forward to the almost certain outbreak of the second World War. Under such circumstances the portfolio of Labour was of peculiar importance and to accept it required courage and a keen sense of obligation to render public service.

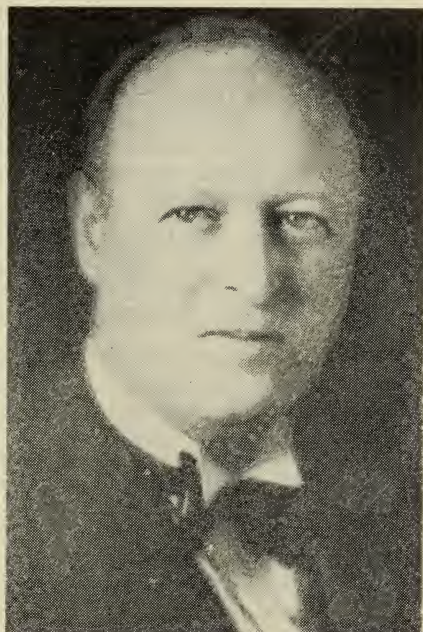
Mr. Rogers was a notable example of the scholar in public life. His speeches in Parliament and throughout the country displayed the clarity, balance and close reasoning of the skilled classroom lecturer, who knew little of and seemed to care less, for "political tub-thumping." Similarly, there was an absence of the dramatic in his administration of the Department.

Mr. Rogers was born in Amherst, Nova Scotia, in 1894. He was educated at Cumberland County Academy and Acadia University. After service overseas in the first World War he won a Rhodes scholarship, graduated in law from Oxford University and was admitted to the Nova Scotia bar. He was appointed professor of history at Acadia and in 1927 came to Ottawa as Secretary to Prime Minister King in the latter's capacity as President of the Privy Council. Two years later, he was made professor of political economy at

Queen's University. He was first elected to the House of Commons as member for Kingston in the general election of 1935 and received his appointment to the portfolio of Labour. When Canada declared war in 1939, Mr. Rogers was transferred from the Department of Labour to the Department of National Defence. In June, 1940, he met a tragic death when the plane in which he was travelling from Ottawa to Toronto crashed near Peterborough, Ontario.

**Hon. Norman
Alexander
McLARTY,
K.C.**

1939-1941



Hon. Norman Alexander McLarty was not a career man in politics. He was 46 years old before he contested—and won—a Parliamentary election. Following his election to the House of Commons in 1935, however, he was soon recognized as “cabinet timber.” During six of the ten years in which he was a member of the House he held three portfolios; those of Postmaster General, Minister of Labour and Secretary of State.

His appointment to the Labour Ministry coincided with Canada's entry into World War II and placed upon his shoulders the responsibility for organizing the country's civilian forces for the all-out war effort. The task proved too great for his physical strength and at the end of two years in which he laid the groundwork, he found it necessary to relinquish it to a forceful and energetic successor, Hon. Humphrey Mitchell.

Mr. McLarty was the son of Canadian parents and was born in St. Thomas, Ontario, in 1889. After graduating from the University of Toronto and Osgoode Hall law school, he began the practice of law in Medicine Hat, Alberta, in 1913. Ten years later, he returned to Ontario and established his office in Windsor, Ontario, specializing in corporation law. He entered federal politics in 1935, was elected to the House of Commons as member for West Essex, Ontario, and was appointed Postmaster General four years later.

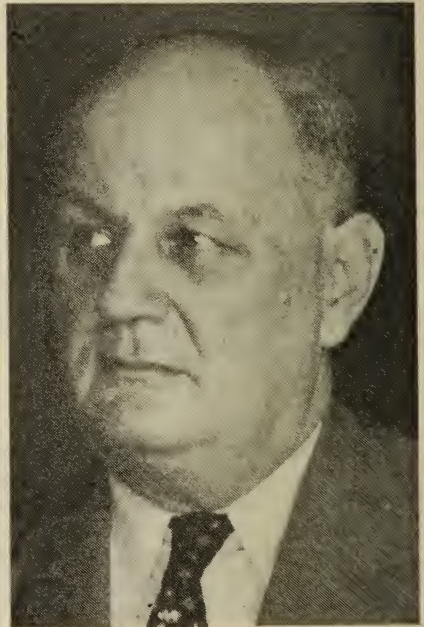
The outbreak of war in September, 1939, made necessary a re-alignment of the Cabinet to put it on a war footing. Mr. McLarty was transferred to the Ministry of Labour, "one of the most onerous of all wartime portfolios." It was an impressive recognition of his ability as an administrator and organizer, inasmuch as the mobilization of Canadian labour for wartime work was an urgent necessity. His energetic and capable handling of this task set the pattern for Canada's civilian army.

Coincident with these activities, Mr. McLarty piloted the Unemployment Insurance Act, 1940, through Parliament and initiated measures to stabilize wages, as a check on inflationary tendencies. In addition, he worked diligently to settle serious labour-management disputes.

But two years of almost ceaseless demands upon his time and energy broke his health. He was transferred from the Labour Ministry to the less demanding duties of the Department of the Secretary of State. He never fully regained his health, however, and he did not stand for re-election in 1945. He died suddenly in Ottawa in September, 1945, at the comparatively early age of 56 years.

Hon.
Humphrey
MITCHELL,

1941-1950



Hon. Humphrey Mitchell, whose service to the Canadian people was suddenly terminated by death on August 1, 1950, had held the portfolio of Minister of Labour, longer than any one of his predecessors, and in fact longer than any incumbent in the British Commonwealth. In spite of the storm and stress of four years of war, coupled with the scarcely less arduous post-war period, he remained until the end the straight-talking, hard-hitting chieftain in the field of labour-management relations. Compounded of robust individualist, practical idealist, and staunch trade unionist, Mr. Mitchell brought to his administrative and executive functions a fortunate admixture of qualities that enabled him to buttress his decisions on the experiences of this unique background. He was an all-out advocate of the British brand of freedom for the individual and he never hesitated to "crack down" on those elements in any social strata of whose allegiance to the democratic ideal he was doubtful.

Mr. Mitchell was born in Old Shoreham, Sussex, England, 56 years ago. He received his formal education at a higher grade school in his native county and after learning the trade of an electrician came to Canada in 1912, settling down at Hamilton, Ontario, to work at his trade. He joined Hamilton Local 105 of the International Brotherhood of Electrical Workers but later transferred to Local 700, International Union of Operating Engineers, in which he held many offices and in which he always retained his union card. He was a co-founder of the Ontario Executive Board of the Organization.

In 1914, he went back to England to visit his mother and did not return to Canada for four years. Instead, he enlisted in the Royal Navy and saw service throughout the first World War in the Atlantic, South Pacific and in the Mediterranean. Serving on the Cruiser, *Minerva*, he shared in tracking down the German cruiser *Emden* in the Pacific to its last fight in the Indian Ocean early in the war. He also witnessed the finish of the German raider *Koenigsburg* and served with the squadron that supported Lawrence of Arabia in the Mediterranean and the Australians at the Dardanelles. He was at his battle station at the memorable big fleet engagement of Jutland.

Shortly after his return to Canada in 1918, he was made secretary of Hamilton Local 105 of the Electrical Workers. This modest recognition of his willingness and ability to serve was the beginning of progressive appointments to a succession of higher offices in labour organizations during the next 20 years. Among these were: President and Secretary of the Hamilton District Trades and Labour Council; Chairman, Ontario Executive Board, TLC; Secretary, Ontario Executive Board, International Union of Operating Engineers; President

and Secretary of the Central Branch of the Independent Labour Party of Hamilton, and Secretary of the party for Ontario for several years; and Secretary, Hamilton Labour Temple Association. He was one of the founders of the Hamilton Co-operative Dairies. He represented labour on a number of special government committees and commissions, as well as at several meetings of the American Federation of Labour, the British Trades Union Congress and the International Federation of Trade Unions at Brussels, Belgium. He travelled in France, Belgium, Holland, Germany, Poland and Russia to study labour conditions in those countries.

Nor did Mr. Mitchell confine his spare time activities entirely to labour organizations. For three years he was an alderman of the City of Hamilton, a member of the City's Board of Education and of the Board of Governors of Hamilton General Hospital. From 1931 to 1935 he was labour representative for East Hamilton in the House of Commons.

In 1936, he entered the Civil Service in Ottawa as Director of Labour Transference in the Department of Labour. In that capacity, Mr. Mitchell had a great deal to do with the care of homeless unemployed throughout the country. In 1940, he was made Secretary of the National Labour Supply Council and the Inter-departmental Committee of Labour Co-ordination. The following year he was appointed Chairman of an Industrial Disputes Inquiry Commission. This Commission held sittings in various parts of the country and settled nearly a hundred labour-management disputes in the early days of the war. From 1941 to 1943 he was the first Chairman of the National War Labour Board.

Late in 1941, the late Hon. Norman McLarty retired from the Ministry of Labour and Mr. Mitchell was appointed to succeed him. He was elected early in 1942 in a by-election to fill a vacancy in the House of Commons for Welland County, Ontario, and was returned in the elections of 1945 and 1948. At the Twenty-ninth Session of the International Labour Conference, held in Montreal in 1946, Mr. Mitchell was unanimously elected President by the delegates representing labour, employers and governments of 46 countries.

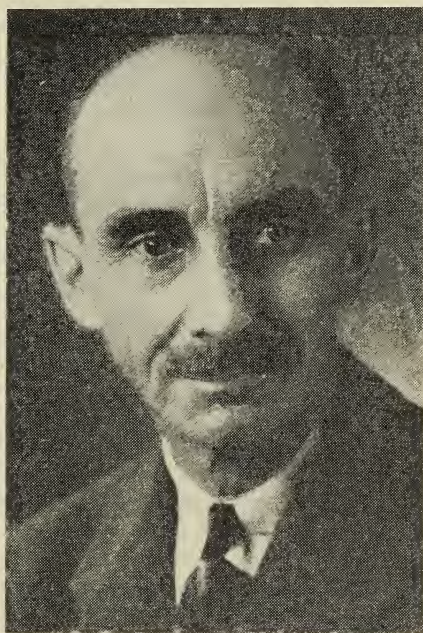
As Minister of Labour during the war Mr. Mitchell was responsible for such matters of vital importance as national registration of manpower, national selective service and economic and industrial stabilization. It was his department which administered the transference of Japanese nationals from the Pacific coast and conducted operations under the National Resources Mobilization Act. Nor were the administrative duties of the Minister in the early post-war years much less onerous. The placement in civilian employment of half a million discharged war veterans, many thousands of whom were given vocational training, as well as the re-orientation of wartime industry, placed a heavy responsibility on the Minister of Labour.

Dealing as it does with intricate industrial relations and with so many potential elements of conflict in the administration of such legislation, the Ministry of Labour has been—and always will be—one of the most difficult portfolios in the government of Canada. As such

it requires a Minister of unusual talents and strength of mind and body. In war and peace the Hon. Humphrey Mitchell measured up to his responsibilities. Recognition of Mr. Mitchell's contribution in maintaining industrial stability was accorded him following the railway dispute in 1948, when the then Prime Minister, Rt. Hon. W. L. Mackenzie King, publicly thanked him at a press conference. He extended to Hon. Humphrey Mitchell the thanks of the Government for breaking a deadlock that "might have had a very serious effect on the critical world situation. We are all deeply indebted to Mr. Mitchell for the care and thought and ability which he had to put to work in the negotiations. I am sure," continued Mr. King, "that most of us do not realize what this situation might have meant in the eyes of those contending with great difficulties in other parts of the world."

Hon.
Milton Fowler
GREGG

1950



Hon. Milton Fowler Gregg, who was appointed Minister of Labour on August 7, 1950 to succeed the late Hon. Humphrey Mitchell, is the Member of Parliament for York-Sunbury, New Brunswick.

He was born of United Empire Loyalist stock on a Kings County, New Brunswick farm in 1892. He received his early education in public and secondary schools and the provincial Normal School. Before enrolling as a student at Acadia University he taught public school for a time. It was while he was a student at Acadia that

World War I broke out and he enlisted at once, proceeding overseas with the first Canadian contingent as a member of the 13th infantry battalion of the Black Watch.

He was wounded at the battle of Festubert in May, 1915, and on his discharge from hospital was sent to the Imperial Officers' Training Corps to qualify for a Commission. For a time he served with an Imperial unit, but in 1916 he was posted as a platoon commander in the Royal Canadian Regiment. Later, he became the Regiment's adjutant and at the time of demobilization commanded a company.

Mr. Gregg was wounded a second time while leading a trench raid in front of Lens in June, 1917, and was awarded the Military Cross for conspicuous gallantry and devotion to duty in the action. In an engagement in front of Arras in August, 1918, he was awarded a bar to his Military Cross for conspicuous gallantry, courage and good leadership in repulsing an enemy attack. In the following month came a series of exploits which won him the Victoria Cross. The official citation which follows gives a description of his gallantry on that occasion.

"For most conspicuous bravery and initiative during operations near Cambrai, 27th September to 1st October, 1918.

"On 28th September, when the advance of the Brigade was held up by fire from both flanks and by thick, uncut wire, he crawled forward alone and explored the wire until he found a small gap through which he subsequently led his men and forced an entry into the enemy trench. The enemy counter-attacked in force, and through lack of bombs the situation became critical. Although wounded, Lieutenant Gregg returned alone under terrific fire and collected a further supply; then rejoining his party which by this time was much reduced in numbers, in spite of a second wound he reorganized his men and led them with the greatest determination against the enemy trenches which he finally cleared.

"He personally killed or wounded eleven of the enemy and took twenty-five prisoners, in addition to twelve machine guns captured in this trench. Remaining with his Company in spite of wounds, he again, on the 30th September, led his men in attack until severely wounded. The outstanding valour of this officer saved many casualties and enabled the advance to continue."

Although wounded three times in this action he recovered in time to rejoin his unit for the advance on Mons, the final battle of the war, and was with his unit there on Armistice Day, November 11, 1918. The following April he was demobilized from the army and entered the service of the federal government in the old Department of Soldiers' Civil Re-establishment where he rendered valuable service in the re-establishment of war veterans in civil life. In the early 1920's he was attached to the Soldier Settlement Board.

On his retirement from government service he went into private business in New Brunswick, but maintained a close interest in the

Canadian Legion and the non-permanent active militia, serving with the New Brunswick Rangers. Following his appointment as Sergeant-at-Arms at the House of Commons in 1934, he served as Honorary Dominion Treasurer of the Canadian Legion and commanded a company in the Governor General's Foot Guards.

At the outbreak of World War II Mr. Gregg immediately re-entered the active army and was appointed second in command of the Royal Canadian Regiment, with which unit he went overseas in the first Canadian division in December, 1939. The following February he was appointed to the command of the West Nova Scotia Regiment in England and served in that capacity until April 1941, when he was made commandant of the Canadian Officers' Training Unit in England. Following a change in army policy in March, 1942, when a majority of officer candidates from the overseas forces was returned to Canada for officers' training courses, he was promoted to the rank of colonel and named to command the Officers' Training Corps at Brockville, Ontario.

Early in 1943, in anticipation of the organization of a Canadian School of Infantry at Vernon, B.C., Colonel Gregg again went overseas to study up-to-date infantry training. Following that, he was promoted to Brigadier and was given command of the School of Infantry in September, 1943, a post which he occupied until the end of the war. For his services in the war he was awarded the C.B.E.

After demobilization he was called to the Presidency of the University of New Brunswick, a position he held with outstanding success for three years. He entered federal politics in 1947, winning the by-election in York-Sunbury in that year. He was appointed Minister of Fisheries in September, 1947, Minister of Veterans Affairs in January, 1948, and Minister of Labour in August, 1950. Mr. Gregg is an honorary D.C.L. of Acadia University and an honorary LL.D. of the University of New Brunswick.

An Episode of 1923

United Mine Workers of America Not Permitted to Affiliate with "Red Trade Union International".

In 1922 the Executive of District 26 of the United Mine Workers of America, which has jurisdiction in Nova Scotia, wrote to the International Executive Board of the United Mine Workers asking whether affiliation with the "Red Trade International" was permissible.

The Executive Board replied with a unanimous "no", and expressed "regret that anywhere working people can be found so woefully deficient in the knowledge of trade unionism that they will blindly follow the false teachings of the propagators of such movements." (*From the LABOUR GAZETTE for February, 1923.*)

CANADA'S DEPUTY MINISTERS OF LABOUR

A Deputy Minister of Labour, as the senior civil servant in the Department, carries full administrative responsibility for its activities, subject to the leadership of the Minister of Labour, who in turn is responsible to Parliament and the people of Canada.

Six men have held the post of Deputy during the Department's fifty-year history. They are: W. L. Mackenzie King, who served from 1900 to 1908; F. A. Acland, 1908-1923; Howard H. Ward, 1923-1934; W. M. Dickson, 1934-1940; Bryce M. Stewart, 1940-1942; and Arthur MacNamara, who took office on January 1, 1943.

Each of the last five has contributed an article, telling something of the problems and events of his term of office. Mr. King's contribution, which was unfinished at the time of his death, is printed in draft form.

Through these six narratives, highlights of the Department's history are presented from the viewpoint of the men who directed its affairs both in time of great events and through the daily round of administrative service.



The Founder of the Department

The following is the first draft of a message which might have appeared in this issue under the signature of the Rt. Hon. William Lyon Mackenzie King, first Deputy Minister of Labour. Mr. King was deeply interested in the plans which have been under way for the celebration of the Fiftieth Anniversary of the founding of the Department of Labour in which he played such a central part. He had hoped to write such a message himself but the condition of his health made it impossible for him to undertake the task. The draft was prepared, a few weeks before his death, along lines which he himself indicated. It received his general approval, subject to the kind of revision to which he subjected every statement that might be ascribed to him. Unfortunately, in the weeks of his last illness it was beyond his strength to attempt even such a revision and the message was left, in its present form, unfinished.

There is a saying that "men may not go back to Astolat;" that the scenes of one's boyhood or the places of youthful endeavour should not be revisited on any sentimental journey because of the intrusion of disillusionment.

Yet I find myself in no such apprehension in journeying through the vista of the years to the founding of the Department of Labour 50 years ago.

Splendid as has been the progress of the Department since 1900, powerful as has become the labour movement that it aided along the arduous road to social justice and on to objectives that were then beyond the horizon, the very establishment of a Department of Labour was, I think, one of the most significant milestones in the industrial-labour history of Canada.

It was not only a part of the development that marked our emergence from our pioneer setting, but it also represented a quickened social consciousness.

Here was something tangible in labour relations—something that would operate to conciliate conflicting views hitherto settled only in one way without benefit of right or reason.

Here was a Department of Government, however small, to which disputes could be submitted and where public opinion could be focused on the issues involved. True, at first it did not possess any power to restrain. The checks and balances of a "cooling-off" period came much later. But it did provide a medium before an impartial body where issues in dispute could be weighed.

Besides, through its monthly publication, the LABOUR GAZETTE,

the Department was a clearing house of information on matters pertaining to the developing industrial potential of this country. In addition, it prompted social measures designed to alleviate unfair practices in working conditions.

All these factors—which are now regarded as fundamental to the functioning of our industrial democracy—were considered novel and not at all generally accepted as progressive trends.

Hence the importance of the Department of Labour in the early years of the century.

To carry out our duties we had a small staff of about a dozen extremely competent people who worked hard without any impressive job titles. Mr. Mulock, then Postmaster General, was the first Minister of the Department, and our offices were in the Molson's Bank Building at 14 Metcalfe Street. In the first few years of operation the staff, in addition to myself as Deputy Minister and Editor of the LABOUR GAZETTE, included: H. A. Harper, B.A.; F. A. Acland; Robert H. Coats, B.A.; William W. Edgar, B.A.; Daniel J. O'Donoghue; Geo. G. V. Ardouin; Victor DuBreuil; Frank Plant; Edward Williams; Francis W. Giddens; Henry G. Andrews; J. H. Lacelle.

It was a fine team. I can see them all now as they climbed the stairs up 14 Metcalfe to their respective offices.

It has been my fortunate experience to have enjoyed the friendship of several of the outstanding labour leaders during my Departmental and Parliamentary life. In some of my major decisions have drawn on their intimate knowledge of social-economic problems.

In particular, I cherish happy memories of my association with such strong labour champions as Tom Moore and "Paddy" Draper. They were of the school of Sam Gompers, and these three "musketeers" campaigned most successfully in the hurly-burly of pioneer labour movements on this continent.

My first association with "Paddy" Draper was when as a young editor I took to him my hand-written manuscript of the first issue of the LABOUR GAZETTE. I remember well his kindly instructions on lay-out over the stone "bank" at the Government Printing Bureau.

Tom Moore was also my confidant, particularly in the turbulent years after the First World War when Kremlin emissaries of the Third International began their campaign of infiltration in Canada and the United States.

Moore and Draper both wielded an effective gavel and kept the Moscow disrupters clear of the labour movement.

In conclusion, I would like to felicitate both the workers of Canada and the Department of

Labour. In all the vicissitudes of the years the one has been the corollary of the other. Both have come a long way, often over rough ground, and have passed on a splendid heritage to their successors.

We must remember that on the horizon of life the fixed stars are few. But even in a changing world there are fundamentals of faith upon which all progress is based.

Life is like a sun-dial. This wonderful instrument teaches us every hour and every day the necessity of order and balance and harmony.

In its reflection of the operation of natural law, in its measurement of time and space, we see a harmonious relationship.

This lesson is particularly applicable to industrial relations and in the larger sphere of international relations at this critical hour.

Failure to live in the orbit of that ordained system of order and harmony means the destruction of the individual, or the segment of society, or the nation that flouts it.

The Pioneer Years

by F. A. Acland

Serving from October 1, 1908 to September 1, 1923, a span of 15 years, Mr. F. A. Acland had the longest term of Canada's six Deputy Ministers of Labour.

Now in his 89th year of age, Mr. Acland here reminisces of personalities and events during his years of office.



My connection with the Department of Labour began on March 1, 1907, when I assumed the duties of Secretary of the Department. Mr. Mackenzie King, who had been Deputy Minister since the inception of the Department in 1900, when it consisted of little beyond the LABOUR GAZETTE, a monthly magazine with an extensive corps of correspondents representing every city or extensive community in the Dominion, was expected to vacate the position shortly and enter public life. I was to succeed him as Deputy Minister; that was the unwritten understanding and it was carried out in due course.

Actually Mr. King had invited me as early as 1905 or early 1906 to join the Department, with a view to succeeding him when he entered Parliament, and I had visited Ottawa and gone over the situation with him and had decided in the negative. My life

had been spent in newspaper work in which I had perhaps earned some reputation. I was at the time living in Winnipeg for the *Globe* and writing of the vast developments under way in Western Canada. Moreover, I was 45 and it seemed a little late in life to make so radical a change.

In the fall of 1906 a strike occurred in the coal mines at Lethbridge, Alberta. These mines largely supplied all southern Saskatchewan and the strike caused an extensive shortage in that region. There was much public excitement. Mr. Mackenzie King wired me at Winnipeg asking if I would go with him to Lethbridge to assist in the

negotiation of a settlement. I knew something of the situation and was acquainted with the parties concerned. I agreed, and when a settlement had been negotiated Mr. King renewed his request that I would join him in Ottawa, and I agreed to come on the first of March, 1907.

Sir William Mulock had, by this time, moved on to the high judicial side of his notable career and the office of Postmaster General was in the hands of the Hon. Rodolphe Lemieux, the Department of Labour, however, continuing with the Postmaster General. Mr. Mackenzie King was compelled to be much away from Ottawa at this time and I came frequently into contact with Mr. Lemieux and found him a delightful gentleman to work with.

It was just at this time (1907) that the Industrial Disputes Investigation Act, 1907, was being enacted; Mr. King was of course the real author of the measure, but the legislation was so much before the House of Commons for details and was handled always so tactfully by the Minister that it came to be described by the press and the public as the "Lemieux Act" and I have always thought that Mr. Lemieux found some pardonable pride in having his name thus popularly associated with this important statute.

Unless my memory is at fault, the first Conciliation Board established was concerned with a strike of longshoremen at Montreal a few weeks after I became connected with the Department. Mr. King was away from Ottawa at the time and the Minister asked that I would personally look into the situation and see if the dispute could not be referred

to a Board of Conciliation under the new statute.

That sounded a simple proposition. It meant one crowded meeting after another of excited workmen, and several gatherings of shipowners, though here there was less evidence of excitement. At the employee gatherings the French-speaking were in the great majority, and in endeavouring to explain the new statute I ventured into French, though I had never previously attempted to address an audience in French. The audience was kind and gave me a little cheer and, to put the matter briefly, after two or three somewhat noisy gatherings the men agreed to resume work and have the dispute go to a Board of Conciliation; the employers had already agreed to this course.

From this time onward the work of the Fair Wages officers of the Department was considerably lightened. Whilst invaluable work was being continually done by these officers, of whom I recall particularly the two who were functioning at the beginning of my connection with the Department, Mr. J. D. McNiven and Mr. Victor DuBreuil, yet their best efforts often could not go beyond getting the parties to a dispute to agree to settlement or attempted settlement before a Board of Conciliation. Mr. McNiven I had known in Western Canada; he had been for some years a member of the Legislature of British Columbia and was destined, in later life, to become Deputy Minister of Labour for that province and to have the honour to be the father of a distinguished member of the judiciary of Saskatchewan.

Among other important officers functioning in the Department

when my connection with it began was Mr. R. H. Coats, at the time editing the *LABOUR GAZETTE*, and destined, in later years, to acquire fame as Dominion Statistician. He and I had been confreres on the *Toronto Globe*, probably about the same time that Mr. Mackenzie King had sought a brief experience in journalism, trying it out both with the *Globe* and with the *Mail*, though it was, of course, with the *Globe* only that he fell for a few months under my limited jurisdiction as city editor.

To put the matter briefly, things went much as public sentiment had appeared to forecast. Mr. Mackenzie King received a nomination to Parliament, the constituency being that of North Waterloo, which embraced his native town of Berlin, long since known as Kitchener. He retired from the Civil Service and I succeeded him as Deputy Minister of Labour. The remainder of Mr. King's remarkable career does not, of course, belong here, though I think all officers and former officers of the Department of Labour will always feel a measure of pride in the fact that this was the Department in which that career began. However, destiny had decreed a period of rough waters for Mr. Mackenzie King. Sir Wilfrid Laurier's brilliant Cabinet of 1911 was heavily defeated at the polls and Mr. King was out of Parliament for some years.

The Hon. T. Crothers who became Minister of Labour under Sir Robert Borden's premiership, made no important change in policy, and work in its various branches was continued much along the lines which had been laid down.

The first great war, however, was looming in the distance and,

like a sharp east wind, cut at new Government activities which were not especially calculated to win the war; but all branches were encouraged to infuse the war spirit wherever practicable and it was astonishing how often it could be done; after all most of us had sons or daughters or brothers or sisters at the Front or near it, and it was an aid to them to carry on at any useful work at home.

Two Ministers in turn who had been active trade union leaders succeeded each other in office, during the years that followed, Senator Gideon Robertson and Mr. James Murdock. It was about this time that the question arose if the Printing Bureau, with its attached Bindery and Stationery branches, which went naturally with the Printing Branch, would not be more appropriately placed under the Minister of Labour; hitherto all had been, since Confederation, with the Department of State. There was no obvious advantage in the change save, perhaps, that one or two positions might be cut out.

It was, I think, under the regime of the Hon. Senator Robertson that I carried on for a while as Deputy Minister of Labour and also as King's Printer, keeping my office in the Department of Labour. No particular difficulty was found in carrying on in this way save that it was obviously impossible always to give quite requisite attention at all points. When a little later on, Mr. Murdock replaced Senator Robertson as Minister, the Minister preferred that the Labour Department and the Printing Bureau should not be tied and the Government decreed that the Printing Bureau should revert to

the Secretary of State. In the re-arrangement, I continued as King's Printer and was succeeded as Deputy Minister of Labour by Mr. H. H. Ward in 1923.

I was destined to carry on as King's Printer for ten years longer, when, in 1933, being then 71½ years of age, I retired, the then Minister, as Secretary of State, being the Hon. C. H. Cahan, a very charming gentleman. I may say that during my 26 years of Service with the Government, 17 with the Department of Labour and 9 with the Department of

State, I served under 16 different Ministers.

I am in my 89th year and one is disposed to ramble on with reminiscences, but I feel that I have already exceeded reasonable limits. I close therefore with the hope that the Department of Labour may continue to flourish and prosper and with my respects and best wishes to the Minister and Deputy Minister and certainly not overlooking the Editor of the LABOUR GAZETTE, of which the semi-centennial is being now celebrated.

The First Post-War Period

by **Howard H. Ward**

Administration of old age pensions and unemployment relief were the major duties added to the Labour Department during Mr. Ward's term of office, September 1, 1923 to January 1, 1934.

As a retired Deputy Minister of Labour for Canada, I deeply appreciate the very kind invitation of the present incumbent of that office, Arthur MacNamara, C.M.G., LL.D., to contribute a few paragraphs for inclusion in a special commemorative issue of the LABOUR GAZETTE in September, 1950, to mark the Fiftieth Anniversary of the Department of Labour for Canada, and also of the LABOUR GAZETTE.



I commenced my tenure of office on September 1, 1923, and terminated it on January 1, 1934,

a term of ten years and four months.

During my term of office as Deputy Minister, I served under six Ministers of Labour, representing both Liberal and Conservative administrations.

Six Ministers in a period of around 10 years might be pictured as considerable of a change-over, but I do not recall that this in any way altered the general policy of the Department. Though no two Ministers were alike in temperament or disposition, I found little difficulty in my relationships with any of them. I speak most kindly of them all, and consider it a great privilege to have served under them.

It was, indeed, a big moment in my life on the day that I took office as Deputy Minister, for I realized that I was following two illustrious predecessors. Mr. King had climbed from this post to become Minister of the Department and, later on, to become the Prime Minister of Canada. I sensed the great regard he held for the Department, and quite naturally so, for, as has often been remarked, it was largely of his own creation.

I have had the pleasure of personally knowing each of my five brother Deputies. The Deputies have averaged a little better than 8 years in office, with Mr. Acland having the longest term, around 15 years. If I mistake not, the Department has been presided over by 15 Ministers in its 50 years of existence, not counting those who were appointed Acting Ministers, so that the average for Ministers is just over 3 years. The Hon.

Thomas Crothers held the portfolio of Minister of Labour for a period of 7 years (1911-1918), being exceeded only by the Hon. Humphrey Mitchell. One Minister, Hon. Senator G. D. Robertson, held the portfolio on two occasions, from 1918 to 1921, and again from 1930 to 1932.

* * *

When I took office as Deputy, I discovered that shortly before, in 1922, the administration of the Government Annuities Act, 1908, had been transferred to the Department, and, on the eve of my appointment, that the Combines Investigation Act, 1923, had been placed under the Minister of Labour for administration, thus adding considerably to the duties of the Department. Earlier, in 1918 and 1919, additional duties had befallen the Department by way of administration of the Employment Offices Co-ordination Act and the Technical Education Act, respectively and further, in 1919, the Department was assigned the responsibility of handling matters arising out of the establishment of the International Labour Organization of the League of Nations under the authority of the Treaties of Peace.

Up until 1918, the chief duties of the Department, established under the Conciliation Act, 1900, and created a separate Department by the Labour Department Act in 1909, comprised the administration of certain provisions of the Conciliation Act, 1900, designed to aid in the prevention and settlement of labour disputes; the administration of the Government's Fair Wages Policy of 1900 for the protection of workmen

employed on Dominion Government contracts; the collection, classification and dissemination of statistical and other information relative to conditions of labour; the publication of a monthly periodical known as the LABOUR GAZETTE; and the administration of the Industrial Disputes Investigation Act, 1907, applicable to disputes in mines and public utilities.

These were the manifold administrative duties of the Department at the time of my assuming office as Deputy Minister, in September of 1923.

Subsequently, additional duties befell the Department: the administration of the Federal Old Age Pensions Act of 1927; the Technical Education Extension Act, 1929; the Fair Wages and Eight Hour Day Act, 1930, supplementing the Fair Wages Policy of 1900; the Vocational Education Act of 1931; and the administration of the Unemployment Relief Act of 1930 and continuing Relief Acts of 1931, 1932 and 1933. There also befell the Department the administration of the Government's policy of assisting the municipalities and provinces in bearing a proportion of emergency disbursements for relief of distress arising from unemployment in the winters of 1921-22, 1922-23, 1923-24 and 1926-27, with the latter two periods only being within my regime as Deputy.

* * *

Joined with the duties of Deputy Minister was the office of Registrar of Boards of Conciliation and Investigation under the Industrial Disputes Investigation Act of 1907. I recall that in 1923, shortly after I took office, the constitutional validity of the

Statute was challenged in the Courts, with the matter finally reaching the Judicial Committee of the Privy Council. The decision of the Judicial Committee, which was delivered on January 20, 1925, pronounced the Act in its then existing form to be beyond the competence of the Dominion Parliament.

Following this decision an amending Act was passed by Parliament in the 1925 Session limiting the application of the statute to disputes not within the exclusive jurisdiction of any province, but providing also that provinces might by legislation relinquish any disputes within their jurisdiction to the federal authority. In this latter regard all provinces, with the exception of Prince Edward Island, passed ancillary legislation. Thus, the I.D.I. Act was restored to more or less its original status. It might be remarked that the proceedings under the Statute were somewhat restricted during the period it was before the Courts.

From the inception of the Act in 1907 up to and including the year ending March 31, 1934 (which latter date was just subsequent to my retirement), the number of applications for Boards was 802, and 536 boards were established. The number of cases in which strikes were not averted or settled was only 38; this, I submit, indicates that the I.D.I. Act proved very beneficial to the nation's industrial life. During my term in office something like 205 boards were applied for, and around 106 established. In some instances boards could only be established with the joint consent of both parties, and at times this was not forthcoming. It should be borne in mind, of course, that

the effectiveness of the I.D.I. Act was greatly aided through the conciliation efforts of the Minister and Departmental staff. It, perhaps, should be pointed out that this Statute has attracted considerable favourable attention from legislators and publicists throughout the world. The authorship of the Act is mainly credited to Mr. Mackenzie King, who, at the time of its enactment, was the Deputy Minister of Labour.

Owing to increased demands made upon the Department's Conciliation Service, the need arose for a directing and co-ordinating head for these activities at Ottawa. A position of Chief Conciliation Officer was accordingly created, through the Civil Service Commission, and the appointment was filled on November 1, 1927. To further strengthen this important service, the Department in 1928 established a position of Wage Investigator and Mediator in the Maritime Provinces, with headquarters at Halifax. Then, too, for the Quebec area, this service was strengthened by the full time appointment of an experienced Conciliator, with headquarters at Montreal. Thus, with additional officers already located at Toronto and Vancouver, the Department felt that it was quite well equipped to meet the demands made upon it for mediation.

The duties of the Conciliation Officers were actually two-fold, inasmuch as important duties devolved upon them also in connection with the administration of the Government's Fair Wages Policy and the supplementary Fair Wages and Eight Hour Day Act. This legislation applied to varied Government works and supplies contracts, and

works undertaken directly by Government Departments, as well as to works aided by Dominion public funds. To briefly illustrate the operations of the Fair Wages Policy during my term in office, it will perhaps suffice to refer to the fiscal year 1931-32 when the Department prepared or sanctioned fair wages conditions in connection with 272 contracts for works executed by various departments of the Government, as well as several contracts for works aided by Dominion funds; also contracts for supplies, embodying fair wages conditions, totalled \$200,000 in round figures. Complaints of alleged non-compliance with fair wages conditions, of which there were about 40 in 1931-32, were always investigated; and, when found to be justified, steps were taken for proper settlement.

* * *

I have mentioned that the administration of the Government Annuities Act, 1908, was transferred to the Minister of Labour in 1922, a little more than a year before I assumed office as Deputy. For some years prior to 1922 the administration of the Act came under the Postmaster General. In my first annual report to the Minister of Labour, that for the year ending March 31, 1924, it was shown that from the inception of the Act in 1908, a period of around 16 years, the total number of contracts issued was 6,056, and the total amount of purchase money received was in the sum of \$8,147,634.39. For a number of years, commencing around 1923, an extensive advertising campaign was carried out with a view to making the Government Annuities better known to

the public, and, around 1927, in order to take full advantage of the advertising being carried on, a decision was taken to appoint special representatives in a number of the larger centres of population. These two moves proved most helpful in the sale of Government Annuities. At the conclusion of my term of office as Deputy, according to the annual report for March 31, 1934, the number of Annuity Contracts totalled 18,806, with purchase money received in the sum of \$43,285,489.07. I have noted with great interest the tremendous increase in sales of Government Annuities, i.e., as of March 31, 1949, receipts of \$530,169,462.94. This, I suggest, more or less stems from the policy of advertising and appointment of agents.

Two amendments were made to the Annuities Act in my time. The 1925 amendment reduced the minimum annuity purchasable from \$50 to \$10, the main purpose being to enable employers to purchase outright annuities of \$10 or more as gifts or bonuses for employees who had been with them for many years. The amendment of 1931 reduced the maximum amount payable as an Annuity from \$5,000 to \$1,200 a year, thus restoring the Act to nearer the basis originally intended. The maximum amount payable had been increased from \$1,000 to \$5,000 around the time of World War I.

* * *

The passing of the Old Age Pensions Act in the Parliamentary session of 1927 was one of the highlights during my term as Deputy. The Act was based on the recommendations of a Parliamentary Committee which, in 1924 and 1925, had made an

enquiry into an old age pension system for Canada, in which connection the services of the Department had proved helpful. The administration of the Act was entrusted to the Minister of Labour, who was authorized by regulations duly passed to enter into an agreement with any province passing ancillary legislation.

British Columbia was the first province to take advantage of the Act, with pensions becoming payable as from September 1, 1927. The first old age pension cheque was issued to a Mr. William Henry Derby of Alberni, B.C., and I have among my souvenirs a photograph of the presentation. During my term as Deputy, most of the other provinces passed the necessary legislation and entered into agreements for the payment of pensions. At the end of March, 1934, the total number of pensioners was 86,873, and the amount paid out was \$65,571,079.20, with the Dominion Government's share being \$42,018,002.39. Considerable duties devolved upon the Departmental officials in the drafting of the Old Age Pensions Act. By Order in Council of December 24, 1930, I was appointed a member of the Inter-provincial Old Age Pensions Board.

* * *

As previously mentioned, the Department was entrusted with duties arising out of the relations of Canada with the International Labour Organization, which was formed under Part XIII of the Treaty of Peace, and which held its first session in 1919. These entailed much correspondence, not only with the ILO, but also with other Departments of the Dominion Govern-

ment, with the provinces, and with employers' and workers' organizations. The performance of these duties, along with replying to various questionnaires circulated by the ILO, necessarily entailed a close study on the part of Departmental Officers of the various technical questions which figured on the various Conference agenda and meetings of the Governing Body. Canada was designated as being one of the eight states of chief industrial importance entitled to seats on the Governing Body, which held quarterly meetings. Owing to distance, however, Canada found itself at somewhat of a disadvantage in fulfilling the duties devolving on her. To overcome this handicap, the Canadian Government authorized the appointment of an Advisory Officer resident at Geneva, and this position was filled on January 1, 1925. The Department also had the responsibility of arranging for the composition of the Canadian Delegation each year to the Conference of the ILO held at Geneva, which included two Government delegates, one Employers' delegate and one Employees' delegate, plus a number of advisers for each group. More than one Minister of Labour for Canada has attended the Conference: I recall the names of Hon. James Murdock and Hon. Peter Heenan. At the 16th Session of the Conference, a former Minister of Labour, Senator the Hon. G. D. Robertson, was a delegate from Canada, and it should be mentioned that he was also honoured with the Presidency of the Conference. The writer had the honour of being selected as one of the two Government delegates from Canada to

attend the 7th Session of the Conference, which was indeed a wonderful experience. Twelve sessions of the Conference were held during my term of office, and many important draft conventions and recommendations were passed with the object of securing the improvement of certain industrial conditions throughout the world.

* * *

For several years the financial appropriations of the Department of Labour contained a grant to the Canadian National Safety League, a private association maintaining a "safety first" campaign throughout the Dominion. The prevention of accidents through systematized efforts was recognized as of the utmost importance in the conservation of human life and economic resources. The amount of \$25,000 was provided in the year 1923, and for each of the three subsequent years (1924-1925-1926) further grants to the League were made of \$10,000 in each case. I was for several years an Executive Member of the League.

In September of 1926 the Department had the privilege of receiving a delegation sent by the British Government to study industrial conditions and relations in Canada and the United States. The delegation consisted of seven members, and was headed by Sir Wm. W. Mackenzie, C.B.E., K.C., who was Chairman of the Railway National Wages Board from 1920 to 1925. One of the members was Ernest Bevin, now British Foreign Secretary. The British mission was invited to make its headquarters in the Department of Labour, where all assistance possible was rendered by the Minister and officials of

the Department, including the mapping out of an itinerary covering certain industrial centres in Ontario, Quebec and Maritime provinces. Time did not permit of the Commission visiting Western Canada. The delegation interviewed employers, representatives of work people (trade union officials and others) and workmen themselves. Some of the delegates attended the annual meeting of the Trades and Labour Congress held in Montreal. The Commission also visited the United States of America and studied industrial conditions throughout the east and middle west. In the Commission's report to the British Ministry of Labour in March, 1927, special reference was made to the amount of social legislation, both Dominion and Provincial, governing the industrial conditions of the work-people of Canada, and industrial relations were dealt with at some length.

* * *

Several important Conferences were held during my term of office, and I recall particularly three of them: the Dominion-Provincial Conference held in Ottawa in September, 1923; a similar gathering in November, 1927; and the meeting of the Employment Service Council of Canada in Ottawa in August, 1930.

The Federal-Provincial Conference of 1923 was called in conformity with the expressed wishes of the Provincial Governments, for the purpose of securing an exchange of views relative to the various proposals for legislative action which had been adopted by the International Labour Conference in the form of Draft Conventions and Recommendations.

The delegates in attendance at the Dominion-Provincial Conference of November, 1927, included all the members of the Dominion Cabinet, and the Premiers and various other Ministers of the Provincial Governments. The conference dealt with a wide variety of subjects, including several of interest to labour, namely: (1) participation by the Provinces in International Labour Conferences; (2) Industrial Disputes Investigation Act; (3) continuance of federal aid for technical education; (4) proposed federal aid for unemployment relief; (5) old age pensions; and (6) social insurance (unemployment, sickness and invalidity insurance).

The Employment Service Council of Canada was summoned to meet in August, 1930, by the Minister of Labour, for the purpose of discussing the problem of unemployment which had reached the point as to constitute a matter of national concern. This Council was instituted by the Dominion Government in 1918 for advisory purposes in relation to the operation of the Employment Service and generally on ways of preventing unemployment. Following a two-day session, the Council adopted a series of recommendations embodying its views on emergency steps which might be taken to provide immediate relief of unemployment. The Dominion Government accepted the Council's resolutions as a basis of its legislative policy which was placed before a special session of Parliament in September, 1930.

Extremely heavy responsibilities devolved upon the Department of Labour in connection with the administration of the Unemployment Relief Act of 1930 and continuing Relief Acts of 1931, 1932,

and 1933. To meet the administrative needs, it was found necessary to set up a separate branch on a temporary basis. The annual report of the Department of Labour for the fiscal year ending March 31, 1934, shows that disbursements from the Dominion Treasury under these several relief measures, from their inception totalled somewhat in excess of one hundred million dollars; thus it will be seen that the application of these Governmental policies constituted a work of major national importance.

* * *

I have perhaps, in what has been summarized, taken in more territory than I was asked to cover, so I deem it wise to refrain from commenting further on Departmental activity in my time. However, I feel that I am entitled to remark, out of my experience of some ten years as its Deputy Minister, that the Department of Labour of Canada, now rounding out its fiftieth year, has been a great power for good in the affairs of our national life.

It seems to me, the Department of Labour has measured up far and away beyond the fondest hope of the one who was its founder. He, I suggest, "Builted better than he knew."

The staff of the Department in my time as Deputy Minister was, numerically speaking, not overly large, averaging, perhaps around 110 to 125 or so permanent employees. Thus, as Deputy, I had the opportunity of meeting and knowing practically every member of the staff. The entire staff was situated in the one building, in Ottawa, with the exception of the Conciliation and Fair Wages Officers located at Halifax, Montreal, Toronto and Vancouver. There were, of course, a number of special representatives in connection with the sale of Government Annuities located at various centres, as well as quite a number of LABOUR GAZETTE correspondents located in industrial centres. With the enactment of the Unemployment Relief Act in 1930, a considerable staff was engaged on a temporary basis. I desire to pay tribute to all who served on the Departmental staff during my tenure of office as Deputy Minister, for I have not forgotten how loyally they served.

In the years of my retirement from the Department, I have, in a quiet sort of way, followed its activities. I am pleased to note its continued growth, and I wish for it every success in the future.

Problems of the "Thirties"

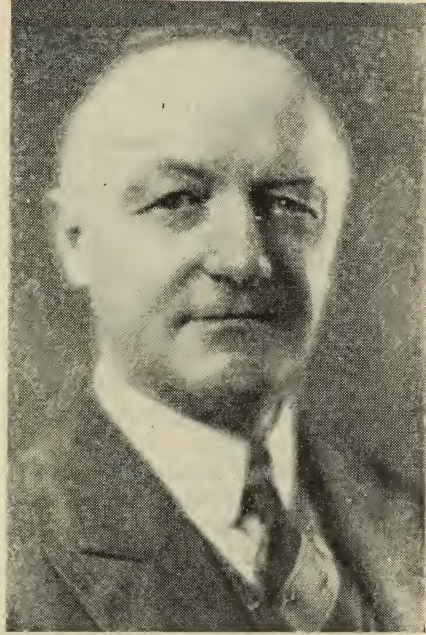
by **W. M. Dickson**

Mr. Dickson describes graphically a journey through Canada's western provinces during the depth of the depression. He also tells of the first unsuccessful attempt at unemployment insurance legislation, followed by passage of a valid law shortly after the outbreak of war. Mr. Dickson served from January, 1934, to November, 1940.

The all-absorbing question facing the Hon. R. B. Bennett and his newly appointed Government in calling a special session of Parliament in September, 1930, was the unemployment problem.

In forming his Cabinet Mr. Bennett had called on Senator the Hon. G. D. Robertson to be his Minister of Labour. Sir Robert Borden had, in 1919, likewise called Mr. Robertson to his Cabinet as Minister of Labour, having first appointed him to the Senate. The Rt. Hon. Arthur Meighen had retained the Senator as his Minister of Labour when he succeeded Sir Robert as Premier.

On his appointment in August, 1930, Senator Robertson did me the honour of offering me the position as his private secretary, and I was accordingly transferred from the Department of Justice, where I had served since February 1, 1914, as a permanent civil servant.



The Prime Minister, as a preliminary step to introducing legislation to deal with the problem, had telegrams despatched to the premiers of the several provinces and to the mayors of the principal municipalities enquiring as to the number of unemployed there were in the district. At the same time the Minister had Mr. R. A. Rigg, Director of the Employment Service, convene a meeting of the members of the Employment Service Council of Canada, a purely non-political body of which he was chairman. The meeting was called for the 21st and 22nd of August at Ottawa. A very large group attended, every province save Nova Scotia being represented.

Only one subject was discussed, namely "Unemployment." On the afternoon of the 22nd, the Council unanimously adopted 12 resolutions embodying its views on emergency steps which might be adopted to relieve the existing situation. These resolutions were used as a basis in drafting the legislation which became known as the Relief Act of 1930.

A second step taken preparatory to the introduction of legislation was the despatch of telegrams by the Minister to each Member of the Commons and the Senate asking to be advised what public works might be, in his opinion, carried out in his constituency to meet unemployment.

The Bill was submitted to the House of Commons on September 11, 1930.

Stating in its preamble that unemployment, "which is primarily a provincial and municipal responsibility," had "become so general throughout Canada as to constitute a matter of national concern," the measure provided for the appropriation of twenty million dollars out of the general revenue to be expended on public works.

Tariff changes were also put into effect by Mr. Bennett in 1930. On these he placed great confidence in correcting economic conditions in Canada, and they were quick in producing marked results in the country's economic life. In the eight months following the election of August, 1930, there was a marked influx of new concerns from outside countries into the Dominion, including at least seventy U.S. firms, ten from Britain and two from France.

However, in general, unemployment conditions did not ameliorate but on the contrary they increased. As the money voted by Parliament

at the Special Session proved insufficient, it was deemed necessary the following year to make provision for continued relief assistance.

* * *

Before submitting legislation to Parliament, however, it was deemed advisable that the Minister should visit the West and assess the existing need which had been greatly increased by three successive years of continued drought and land drifting conditions throughout the major portion of the southern portions of the three prairie provinces. Accordingly in June, the Senator, accompanied by Mrs. Robertson, Mr. R. A. Rigg, Mr. H. Hereford, Superintendent of Unemployment Relief, and myself left for Winnipeg on the first leg of our tour of the four Western provinces.

On June 26, at a time when the Senator and Mrs. Robertson had been taken by Mayor Webb to inspect certain relief works which had been performed under the Relief Act of 1930, I was informed that a delegation of unemployed had forced their way into the hotel (The Royal Alexandra) and were demanding an audience with the Minister. Accompanied by Mr. Rigg and Mr. Hereford, I met the deputation which claimed to be the leaders of the Winnipeg unemployed single men. A clean-cut young man in his twenties, was the spokesman of the group of half a dozen. He appeared to be of a higher intelligence and refinement than the run of those who had headed up the unemployed deputations which waited on us on our tour: also his presentation was much more reasonable and in more respectful and moderate language than the rest. There might have been another reason for this.

There was, quite unknown to us, a wild fight being waged outside the hotel, between the police and the rioters who had armed themselves with broken pieces of a contractor's barricade erected close to the Royal Alexandra. The marchers had milled about the hotel peaceably for quite a time, but eventually engaged with the cordon of police which surrounded the hotel. There were a number of casualties, several policemen and rioters being taken to hospital.

At Edmonton, the R.C.M.P. arranged for the interview with the unemployed. They also supervised the interview, which passed off fairly peaceably. After meeting the Government and the mayors of the principal Alberta municipalities we left Edmonton on the midnight train for Vancouver.

Here the Minister was met by a delegation of mayors from the municipalities of the Kootenays, which submitted the strongest representations concerning the depredations and general lawlessness of the Doukhobor colony in B.C. As this had nothing to do with the question of unemployment relief the Minister advised the delegation that he could only transmit their representations to the Government.

We crossed over to Victoria by night and met the members of the B.C. Government and mayors of the municipalities who laid the situation in their several jurisdictions before the Minister. From Vancouver we returned by C.P.R. to Calgary where we met the Mayor and city council. We here met a delegation from the single unemployed, quite the most defiant group we encountered on our tour.

From Calgary we proceeded to Regina. When we reached the

capital we found that arrangements had been made to drive our party through the drought area, or rather through a typical section of it adjacent to the city. I have since thought that although there were sound reasons for giving the Minister this insight into the actual conditions which obtained in the province, still in view of the fatal effects it was to have on the Minister's health it was unfortunate that it could not have been avoided.

We were driven southwest towards the Weyburn district for about 60 miles. Then we headed west for about 30 miles; then north back to Regina, having covered about 140 miles in the triangle traversed. In all that distance—a veritable desert of brown dust as fine as flour and lying in drifts which obliterated fences, ditches and roads, as snow does sometimes here in the East in the winter—in all those 140 miles we did not see one living thing save only near Forward, where we turned north to return to Regina. In a dead, stunted tree which was growing out of the bank of what formerly had been a creek but now was a part of the barren desolation over which he at the moment was lord, was a lone red-winged blackbird. Not a gopher, not a field mouse, not a blade of grass, not a vestige of green, nothing but brown dust as far as the eye could reach. This is what the Minister was seeing, not the miles upon miles of waving, golden grain reaching as far as the present desolation.

It was a terrific shock; how terrific we never guessed until the next day in Winnipeg, when, as the Minister was addressing the Canadian Club and describing the hopeless condition which he had just witnessed in Saskatchewan he

broke down completely. The same thing occurred after our return to Ottawa and the Senator was addressing the Canadian Club of that city. Again describing the desolation with which the West had been visited he once more broke down. He never was his old self again and late in the following fall he had a serious collapse in his office and was rushed to hospital where he remained for some weeks. He resigned as Minister of Labour on February 5, 1932.

On his return to Ottawa, Senator Robertson submitted a detailed report of his investigations to the Prime Minister who subsequently announced in the House of Commons that before the Session ended the Government would introduce a program for relief of the special situation which had resulted from drought and for the relief of the abnormal unemployment conditions. This Act, which received the Royal Assent on August 3, 1931, was called the Unemployment and Farm Relief Act, 1931.

Other legislation passed during the Senator Robertson's incumbency included amendments to the Annuities and Old Age Pensions Acts, and a Vocational Education Act which replaced the Technical Education Act of 1919.

* * *

On February 3, 1932, the Hon. Wesley Ashton Gordon, who up to that time had been Minister of Immigration, was sworn in also as Minister of Labour and Mines. Possibly no man at the time occupied a position of more direct relationship to industry as a whole than Mr. Gordon, in administering these three very important portfolios, inasmuch as his duties brought him into close contact with the major elements that

vitality affect the Canadian industrial structure.

It was decided that Senator Robertson should take an ocean voyage for his health. Arrangements were accordingly made for a trip to Jamaica, from which the Senator returned in vastly improved health, so much so that it was agreed that he should head the Canadian Delegation to the Sixteenth Session of the International Labour Conference which opened in Geneva in April, 1932.

At the opening sitting, the Senator was elected President of the Conference. Although everybody connected with the conducting of the Conference endeavoured to the utmost to lighten the Senator's task as President, he insisted on performing all the duties himself and attending to all the functions of the Office with the disastrous result that following the Conference he suffered a second stroke. Mrs. Robertson, and Sir George Perley who had been attending the League of Nations, had difficulty in getting him home again. From then until his death on the 25th of August, 1933, the Senator was an invalid at his home on Delaware Avenue.

It is hard indeed for one who was intimately associated with Senator Robertson even for so short a time as it was my privilege to be, not to take the opportunity to pay tribute to his great gifts and qualities as a man which endeared him to all whose privilege it was to know him. In 1915 he became International Vice-President of the Order of Railroad Telegraphers, and served continuously in this office save for the periods he was a Cabinet Minister. He was a big man; big in stature, big in his breadth of view, and especially big in his sympathy for

his fellow man. It is certain that in his great sympathy for his fellow man during this great depression he actually wore himself out in the service of his country. It is a fitting tribute to the Senator and his devotion to the cause of labour and the raising of its lot throughout the world that his last public act should be to preside over the deliberations of the greatest labour organization in the world.

* * *

Late in the Session of 1932 the Prime Minister informed Parliament that it had been the intention of the Government to arrange a conference with the Provincial Governments to try to overcome the obstacles to enacting legislation to establish in Canada a system of contributory unemployment insurance. The greatest of these difficulties was the fact that without a ceding of some of the provincial powers under the B.N.A. Act it would not be feasible for the Dominion to pass the necessary legislation. At the conference some of the provinces proved unwilling to give up those rights or agree to any amendment to the B.N.A. Act.

In 1935, however, the Prime Minister introduced the argument that the treaty making power of the Dominion under the B.N.A. Act gave the Federal Government authority to pass legislation to implement Conventions adopted by the International Labour Organization. The Prime Minister accordingly introduced in the House of Commons bills to ratify three Conventions dealing with hours of work, minimum wages, and one day's rest in seven. On January 29, he also introduced the Employment and Social Insurance Act. Some 51 amendments

were made to this Bill in the Senate but most of them were of minor consequence and mostly to remove ambiguity and to clarify the enactment. Other legislation, regarding four ILO Maritime Conventions also received the approval of Parliament.

At the same Session, legislation was adopted extending the scope of the Combines Act, while the Fair Wages and Hours Act of 1935 replaced legislation of 1930. It included new sections to comply as far as possible with the recommendations of the Price Spreads Commission. The new features made provision for an eight-hour day and a 44-hour week on government construction work and contracts, and extended the coverage of the Act.

On July 20, the personnel of the Employment and Social Insurance Commission was announced as follows:

Hon. Gordon S. Harrington, former Prime Minister of Nova Scotia, chairman; Mr. Tom Moore, President of the Trades and Labour Congress, workers' representative; and Mr. N. Romeo Beaudet, an executive of the Confederation Life Assurance Company, employers' representative.

Mr. P. M. Draper, Secretary-Treasurer of the Trades and Labour Congress was chosen to succeed Mr. Tom Moore as President of that body.

The federal election took place on the 14th of October and owing to the confusion which had arisen as to the constitutionality of the Employment and Social Insurance Act the Commission did not continue in office long after the new Ministry took over.

* * *

The Hon. Mr. Gordon returned to private life and his law practice

in Haileybury. He was replaced by the Hon. Norman Rogers, who had formerly been Private Secretary to the Rt. Hon. W. L. Mackenzie King, but who since 1929 had been Professor of Political Economy at Queen's University.

The problem of unemployment continued to be pressing. At the end of November, 1935, the Minister appointed a Committee to make a personal survey of the unemployment relief camps. The Members of the Committee were: Mr. R. A. Rigg, Director of the Employment Service Branch of the Department; Mr. Humphrey Mitchell, former M.P. for East Hamilton and late Minister; and E. W. Bradwin, Ph.D., of Toronto, Principal of the Frontier College. On January 31, the Committee submitted an interim report. In it the Committee recommended the closing out of the camps; but meanwhile that they be run on the basis of much smaller units and with a stipulated work-day with wages basis.

(Later in the year the camps were discontinued, under the direction of Mr. Humphrey Mitchell who had been appointed to the Department of Labour as Director of Labour Transference.)

Various measures to alleviate unemployment at about this time included joint Dominion-provincial works programs; an additional series of federal projects; a housing program; a youth training program; and a Dominion-provincial arrangement providing payment to over 20,000 men who were placed on farms, and an additional payment to the employing farmer.

In 1937 I was appointed as one of the Government Delegates to the Twenty-third Session of the International Labour Conference.

As very keen interest existed among the delegates with regard

to the possible fate of the Employment and Social Insurance Act, Dr. Riddell, the other delegate, arranged that I should explain the situation existing in Canada at the moment. This I did by reading the judgment of the Privy Council which declared the Act to be *ultra vires* of the Dominion Parliament. Their Lordships added in their Judgment, "that it must not be thought that Canada was incompetent to legislate in performance of treaty obligations. In totality of legislative powers, Dominion and Provincial together, she was fully equipped, but the legislative power remained distributed, and, if in the exercise of new functions derived from her international status she incurred obligations, they must, so far as legislation was concerned when they dealt with provincial classes of subjects, be dealt with by the totality of powers—in other words, by co-operation between Dominion and Provinces."

The following January, the Speech from the Throne stated that the co-operation of the provinces had been sought to make possible the enacting of an unemployment insurance measure during that Session of Parliament.

A letter from Mr. King to the several provincial premiers indicated the extent of the amendment to the B.N.A. Act it was proposed to seek at Westminster, viz., the addition of the two words "Unemployment Insurance" to Section 91 of the Act.

In May of 1940 the Prime Minister announced to the House that practically all the provinces had indicated their willingness to support the Government in seeking the proposed amendment. This was secured on July 10, and on

August 7 the Unemployment Insurance Act received Royal Assent.

* * *

Overshadowing all other matters in national and international affairs during the month of August, 1939, was the march of events which culminated in war.

When the inevitability of war became apparent, Mr. Rogers conferred in turn with representatives of the Trades and Labour Congress of Canada, the All-Canadian Congress of Labour, the Railway Brotherhoods, the Canadian Federation of Labour and the Confederation of Catholic Workers.

The response to these discussions left no doubt in his mind of the whole-hearted co-operation of those who spoke for the various organizations with the Government in the development and operation of policies adopted to meet the emergency of war. As one of the first steps of the Government immediately prior to the outbreak of war, the Minister, following a broadcast by the Prime Minister to the Canadian people, announced over the air that provision had been made for "the immediate establishment of a War-time Prices and Trade Board which will co-operate with those engaged in production, manufacture and distribution in any regulation deemed necessary to maintain efficient operation in the marketing of goods."

With the outbreak of the war the Prime Minister re-organized his Cabinet, the Hon. Norman Rogers becoming Minister of National Defence, being succeeded as Minister of Labour by the Hon. Norman McLarty.

With a view to providing means for adjustment of disputes in all essential war activities and thus avoiding strikes and lockouts, the

provisions of the I.D.I. Act were made applicable to any dispute between employers and workers engaged in war work comprising munitions, supplies and defence projects. This was announced on November 7 by Hon. Mr. McLarty.

On the same day that Canada entered into a state of war with Italy, June 10, 1940, the Hon. Norman Rogers died at 1.25 p.m. in the crashing of a military aircraft ten miles west of Port Hope which was carrying him and party to Toronto where he was to address a joint meeting of the Empire and Canadian Clubs.

Mr. Rogers' untimely and tragic death was vastly more than a regrettable and tragic event of our lamentable war history. I know no one who would have the temerity to venture an estimate of the loss to Canada which it occasioned. Here was a young man just in his prime with all the zeal of a Knight of the Round Table to right the ills and inequalities and injustices of this world, a servant of the State with the interest of the State and the State only his whole concern, an able and conscientious administrator, a kindly and sympathetic friend.

By June of 1940 the office of the ILO at Geneva found itself practically isolated from the great majority of its member countries. Communication had become so difficult as to be almost impossible so that it was obvious that the work of the Organization could no longer be carried on efficiently. In these circumstances the Canadian Government agreed to facilitate the temporary transfer of its personnel to Canada. Montreal was selected by the Director as the most suitable location for the new quarters of the ILO. McGill

University agreed to supply the necessary accommodation for office space for the 40 or 50 personnel.

Before writing "30" to this script let me say a few words about what I consider the most important function of the Department, the conciliation service, whose function is to preserve peace in industry and keep its wheels running smoothly.

The Department is equipped with both the authority and trained personnel to assist employers and employees to compose their differences. The procedure is simple and the service is prompt.

The Conciliation Service was performed by a small—an all too small—but most competent staff of a Chief Conciliation Officer at Ottawa, Mr. M. S. Campbell; our Eastern Representative, Mr. E.

McG. Quirk, at Montreal, in charge of Quebec and the Maritime Provinces and our Western Representative, Mr. F. E. Harrison at Vancouver. I cannot speak too highly of these officers who for so many years carried the responsibility and burden of the Conciliation Service so wisely and efficiently. The former two died in the service of the Department, the last now lives on well-earned superannuation at Vancouver, B.C.

On November 1, 1940, my connection with the Department and the staff terminated through the effluxion of time, I having attained the age of 65 two months earlier. The staff were most kind in their farewells and I have carried the pleasantest of memories into retirement of my very pleasant associations with them, one and all.

"Hubristic" Cheesemaker Awarded Damages For Unlawful Dismissal

In full verbal majesty, the law moved to redress the wrongs of an Ontario cheesemaker who brought action against his employer on the ground of unlawful dismissal.

As reported in the *LABOUR GAZETTE* for February, 1923, the High Court took note of the employer's defence that the plaintiff (i.e. the cheesemaker) was insolent in his language.

"Plaintiff and the president of the defendant company," the Court noted, "in several encounters over the business of the factory, were heard 'chewing the rag,' which meant that they were indulging in a free exchange of

hubristic epithets, with mutual suggestion as to ignobility of natal origin and pungent asseveration of mental inferiority.

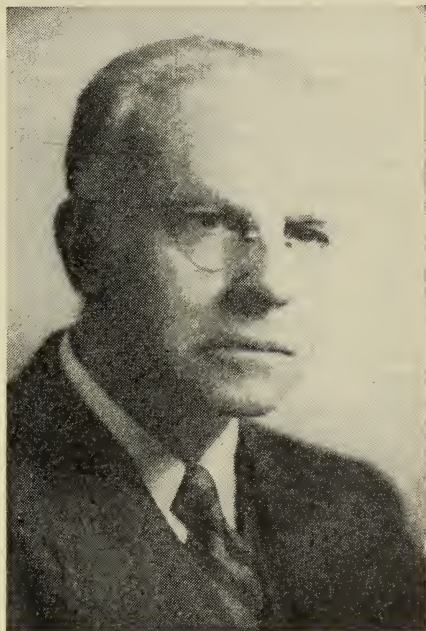
"But indulgence in this verbal pastime between employer and employee, on equal terms socially and commercially, as between man and man, with give and take, and covering business affairs, is not sufficient ground for the breaking of the contract under which the cheesemaker was employed. . . . The insolence of the employee is not sufficient where he has been irritated by the conduct of the employer. . . ."

The cheesemaker was awarded damages of \$1,200.

The Labour Department in Two Wars

by **Bryce M. Stewart**

Dr. Bryce M. Stewart's distinguished career in the field of industrial relations has included two periods of service in the Department of Labour. The first occurred during World War I and the period of reconstruction. He returned to the Department as Deputy Minister in October, 1940, on loan from the industrial relations firm of which he is director of research, and served until the end of 1942.



Canada entered the first world war soon after my appointment to the Department of Labour in the summer of 1914. A decade or more of heavy immigration, railroad building and urban expansion had ended and there were bread lines in the larger cities. My first assignment was to study the unemployment problem. The report of this study recommended a nation-wide employment service on a Dominion-provincial basis as a first step but meanwhile recruiting and munitions orders had taken up the slack and the report was pigeonholed. Parts of it were included in the report of the Ontario Unemployment Commission which appeared in 1916.

R. H. Coats who was then Editor of the *LABOUR GAZETTE* and Statistician of the Department was serving as a member of the Cost-

of-Living Commission at the time. Mr. Coats had decided to submit a minority report and I was assigned to assist him mainly in the research on Canada's Balance of International Payments. The majority and minority reports constituted three weighty volumes and it is said that when they came into the hands of my revered teacher, the late Dr. O. D. Skelton, he characterized them in his dry-humoured fashion as "another contribution to the high cost of living." We joined in the laughter but were pleased when some years later Professor Jacob Viner, the distinguished Canadian-born economist then at the University of Chicago, covered much the same

ground and said the report was a mine of statistical and other information and acknowledged his indebtedness to it.

Mr. Coats was appointed Dominion Statistician in 1916 and I succeeded him in the Department. Our main achievements in the next few years were the initiation of annual reports on the labour legislation of the Dominion and the provinces, a monthly tabulation of unemployment as reported by trade unions, increasing the coverage of the report on building permits from thirty-five to fifty-six cities, construction of the first national employment index in any country; and the launching of the Employment Service of Canada, the first permanent nation-wide employment service in America. We were anxious to construct a payroll index as well but budget and other considerations frustrated this ambition. The labour legislation reports, which greatly facilitated research in the field, have continued to be published. The trade union, unemployment and building permit tabulations still appear regularly in the *LABOUR GAZETTE*. The employment index, based on monthly reports from employers of the number of employees on the payroll, was transferred to the Dominion Bureau of Statistics in 1922.

Serving a British mission that recruited workers in Canada in the summer of 1915 for employment in munitions and manufacturing in Great Britain was an instructive experience. The members of the mission were W. Windham of the British Board of Trade Offices and G. N. Barnes, M.P., Assistant Secretary of the Amalgamated Society of Engineers, later a member of the War Cabinet. Their procedures of recruiting, testing, final selection and

dispatching of about two thousand skilled metal tradesmen exemplified British Civil Service efficiency at its best. I remember well when two of us from the Department had the responsibility of taking a large group of these tradesmen to Montreal by train and the anxiety we felt until our charges were safe aboard ship.

The Employment Service was a major undertaking. Late in 1917 when it seemed that the war might be nearing its end the Minister of Labour, Honourable T. W. Crothers and his cabinet colleagues became concerned about the prospect of post-war unemployment. The report of 1914 was dusted off and after conference with a committee of the cabinet I was instructed to draft the Employment Offices Co-ordination Act which Parliament passed early in 1918. It provided that the offices should be administered by the Provincial Governments and be subsidized and co-ordinated by the Dominion in accordance with an annual agreement. Then came the drafting of the agreements and a memorable trip with the Minister from Ottawa to Victoria to negotiate the agreements with the governments of the western provinces. The maritime provinces were unwilling to commit themselves and under wartime authority the Department of Labour established and operated the offices in that part of the country. We were given a special grant of \$100,000 in addition to the subsidy of \$150,000 provided in the Act, a considerable total in those days. Meanwhile Mr. Crothers had resigned, the Honourable Gideon Robertson became Minister and I was appointed Director of the Employment Service.

We were resolved to establish under conditions of the agreement

standard operating and statistical procedures and effective arrangements for the clearance of job vacancies and applications within and between the provinces. Plans to these ends were discussed with the Advisory Council of the Service on which employers, labour and various departments of government were represented and in many conferences with provincial officials. They were accepted and applied with slight modification. To relieve the offices of the statistical burden each interviewer was required to record daily the particulars of vacancies and applications on a standard form and forward it to Ottawa. There the data were compiled and classified mechanically by occupations, offices and provinces, reported to the provinces and published in the *LABOUR GAZETTE*. By this procedure we were assured of accurate national, provincial and local compilations and the offices were enabled to concentrate upon their placement function. The authoritative study *Public Employment Offices* published by the Russell Sage Foundation referred to the Canadian Service as one of the two most adequate systems of public employment offices yet established, the other being the system of employment exchanges in Great Britain.

In the development and operation of the Employment Service of Canada a number of Dominion and provincial officials worked together as a team with fine *esprit de corps*. Among those at the Dominion level were Harry Hereford who directed the offices in the maritime provinces while they were being operated from Ottawa; Arthur Odam who had charge of statistics and the processing of reports from the local offices; J. M. Wyatt, staff officer on juvenile

placement work, who directed an office in Winnipeg as an experiment in this area of employment service; G. C. Paterson who developed office procedures; Miss Mary Macoun (now the wife of Major-General Howard Kennedy) in charge of research; R. A. Rigg in charge of clearance and inspection for the Western provinces; the late Major Howard who directed the clearance and inspection functions for the Eastern provinces and Frank Compton, secretary and staff assistant. Dr. W. C. Clark on leave from Queen's University for a year or more made a fine contribution to the planning of the Service. Major L. L. Anthes of the Department of Soldiers' Civil Re-establishment, who was chiefly responsible for making the placement of veterans of World War I a responsibility of the Employment Service and supervised the staff of his department assigned to that function, was a tower of strength.

Outstanding among the co-operating provincial officials who bore the brunt of the work of organization and administration in their jurisdictions, were Dr. W. A. Riddell, Deputy Minister of Labour for Ontario; the late Joseph Ainey, General Superintendent of Employment Offices, Quebec; Tom Molloy, Secretary of the Saskatchewan Bureau of Labour; the late J. D. McNiven, Deputy Minister of Labour for British Columbia; and the late J. H. McVety, General Superintendent of Employment Offices for British Columbia.

With the collapse of the post-war boom in 1920 and the contraction of government revenues a policy of economy prevailed and the special grant to the employment service was discontinued. In 1922

the budget of the Department of Labour was reduced almost entirely in the provision for the Employment Service and in large part the initiative in employment service matters shifted to the provinces. Several of us on the staff found employment elsewhere.

* * *

On my return as Deputy Minister of Labour, October, 1940, on leave of absence from Industrial Relations Counselors, Inc., New York, the Minister of Labour the late Honourable Norman A. McLarty and his officials were wrestling with new problems and a marked expansion in the department's regular functions arising out of the war. The immediate needs were to provide for the planning of war labour policy and its administration with due regard to the related functions of other departments, federal and provincial. The first step was the establishment of the Interdepartmental Committee on Labour Co-ordination charged with the duty of defining the jurisdiction of the several government agencies and developing plans to facilitate unified planning and co-ordination of their activities, to eliminate competition for labour and to provide training in war occupations. In the main the recommendations on war labour policy and its administration derived from this committee and the Minister's staff conferences, liaison being maintained with the Economic Advisory Committee, the Wartime Prices and Trade Board, the Director of National Selective Service and other such agencies and officials.

Planning centered on three major interrelated problems—manpower and training, wage policy, and maintenance of industrial peace. As regards manpower

and training, the Labour Co-ordination Committee assembled data on the requirements of the armed services, war plants and civilian industries. On this basis the Committee during the ensuing two years submitted proposals which were implemented by Orders in Council on such matters as prevention of the enticement of skilled labour on war production, removal of the maximum working hours limitation on certain war construction work, establishment of a Wartime Bureau of Technical Personnel, provision to cover the travel expenses of workers being transferred to war industries, the establishment of a manpower inventory, appointment of a Director of National Selective Service, and transfer of all national registration functions from the Department of National War Services to the Department of Labour. Most of the Committee's manpower functions were assumed by the Director of National Selective Service, Mr. E. M. Little, on his appointment.

The training phase of the Committee's work was highly fruitful. The existing Youth Training Program, to which R. F. Thompson of the Department of Labour had given effective direction was reorganized as a War Emergency Training Program and funds and facilities were provided for the training of men and women in technical schools and industrial plants for certain occupations in the armed services and in war production. Arrangements were made with universities to give special courses in personnel administration in view of the dearth of personnel managers for the expanding war plants. The Vocational Training Co-ordination Act of 1942 drafted in the Department of

Labour formalized the wartime program and made provision for post-war vocational education and financial aid to the provinces for the purpose.

Soon after its appointment the Labour Co-ordination Committee gave attention to the need for a national wage policy in view of competitive wage bidding for employees, union demands for higher wage rates and the futility of the effort to control prices without some restraint on wage increases. An Order in Council, December 19, 1940, for the guidance of boards of conciliation fixed basic wage rates at the level then existing, permitted the upward adjustment of sub-normal wages and further wage increases only by way of a cost-of-living bonus. Later this policy with some modification was extended to war industries and in October, 1941, to substantially all industry. This unprecedented action was criticized by some authorities in the United States and immediately after the Prime Minister's announcement of the final order three Washington officials visited us and asked for arguments that might be used to oppose any demand for the adoption of such a policy in their country. However, in less than a year after the United States declared war a similar policy was announced by President Roosevelt.

Recommendations looking to the maintenance of industrial peace prompted several measures. All war industry was made subject to the Industrial Disputes Investigation Act but this step proved inadequate. In the first two years of the war the volume of proceedings under the Act was almost equal to that of the preceding ten years. It appeared that many of the applications for Boards of Con-

ciliation were unwarranted and that some speedier method of dealing with them should be devised. In May, 1941, appointment of the Industrial Disputes Inquiry Commission was announced. Its members were Humphrey Mitchell, then an official of the Department, Chairman; Gilbert Jackson, consulting economist, and George Hodge of the Canadian Pacific Railway. This body was empowered and directed to investigate disputes promptly, to require the production of evidence, to seek settlements and if unsuccessful to advise the Minister whether there were grounds for establishing a board. The Commission was highly effective. Within a few months Boards of Conciliation were being established in only about 20 per cent of the cases.

A supplementary measure was directed at the hasty calling of strikes without opportunity for all the employees concerned to fully consider the issues. Orders in council of September and November, 1941, required that the Minister of Labour should be informed of proposed strikes, authorized the Minister to direct that a vote be taken among those who in his opinion were affected by the dispute and permitted a strike only if a majority of those entitled to vote favoured such action.

Soon after the wartime wage policy was applied to all industry the duties of the Industrial Disputes Inquiry Commission were transferred to four newly appointed commissioners stationed at Vancouver, Toronto, Montreal and Fredericton and a National War Labour Board equally representative of employers and employees and nine regional boards with the Ministers of Labour of the provinces as chairmen were established

for the enforcement of the wartime wage policy, administration of the Fair Wages and Hours of Labour Act and the Orders in Council on minimum wages. The three members of the Industrial Disputes Inquiry Commission became members of the new body, Mr. Mitchell being appointed chairman. He retained this position after his appointment as Minister of Labour to succeed Hon. Norman A. McLarty who had become Secretary of State. By these provisions administration of the wartime wage policy, the long standing legislation on fair wages in government contracts and the minimum wage order, was unified. Disputes about wages were dealt with uniformly throughout the country in accordance with prescribed national policy and the activities of the Dominion and provincial governments in this area were largely co-ordinated.

The strain on the conciliation service of the Department was serious especially as its senior members were nearing or had passed the retirement age. The constant travel and prolonged negotiations would have tried much younger men. As a steadily increasing proportion of industry shifted to war production and became subject to federal wartime requirements the conciliation work of the provincial labour departments contracted. Finally a co-operative arrangement was effected whereby as cases arose they were referred to either a federal or a provincial officer as the circumstances dictated. The generous provision by the departments of labour of the provinces eased the burden but the federal conciliation service was seriously impaired by the retirement of the Assistant Deputy Minister, the late

Mr. Gerald H. Brown who had supervised this function of the Department for many years and by the death of its able Chief Conciliation Officer, Mr. M. S. Campbell. After negotiations with the Treasury Board and the Civil Service Commission a major reorganization and broadening of the service was effected. The appointment of Mr. M. M. Maclean as its director was highly gratifying to all concerned.

Union pressure for legislation patterned after the Wagner Act of the United States involved a series of negotiations with union and employer groups. These led early in 1944 to the Wartime Labour Relations Regulations (P.C. 1003) which departed from the Wagner Act in important particulars and on which the present Industrial Relations and Disputes Investigation Act was based.

* * *

This record is incomplete. Limits of space permit only the merest mention of such matters as the relationships with the defence and other departments and the various advisory committees on different phases of the war effort; extension of the Unemployment Insurance Act to persons discharged from active service; provision for the reinstatement of members of the armed services in their civilian employments; liaison with the Unemployment Insurance Commission ably managed by Arthur MacNamara, then Associate Deputy Minister; meetings of the International Labour Organization and its Governing Body; joint conferences of United States and Canadian representatives of employers, unions and the two governments on common problems of wartime labour policy under the auspices of the International

Labour Organization; co-ordination of United States and Canadian labour policy for the construction of the Alaska highway; the sessions of the National War Labour Board; the almost daily conferences with the Minister and participation in his press conferences and sessions with employer and union delegations; the constant exchanges with the Director of Selective Service after his appointment; preparation of information for the Minister, the Cabinet and Parliament; the reshaping and expansion of the Department for its wartime responsibilities and the day and night efforts to ward off industrial disputes and to effect quick settlements when they occurred.

The encouragements so outweighed the disappointments as to leave only pleasant memories. The few meetings with the Prime Minister in company with the Minister, the late Tom Moore and a few others in Mr. King's office or at tea in his house at Kingsmere to plan our next steps are unforget-

table. Visits and counsel from Sir Guildhaume Myrddin-Evans and Alec Gunn of the British Ministry of Labour helped to smooth the way for us. Perhaps the most abiding recollections are those of new friendships made, the deepening of several of long standing and the zestful team spirit of the officials of the Department in this period of wartime work companionship. Mr. McLarty and Mr. Mitchell gave no thought to sparing themselves. Seemingly impossible tasks were mastered as they were undertaken by such able and energetic associates as Arthur MacNamara, M. S. Campbell, R. F. Thompson, Dr. W. J. Couper of the International Labour Organization, Professor J. C. Cameron of Queen's University, Dean Vincent MacDonald of Dalhousie University and Miss Alice Waterman, our efficient secretary. When the burden of war work on Industrial Relations Counselors, Inc., precluded further extension of my leave, I left the Department with much regret.

Years of Crisis

by **Arthur MacNamara**

Dr. MacNamara came to the Labour Department early in the war, and took office as Deputy Minister on January 1, 1943.

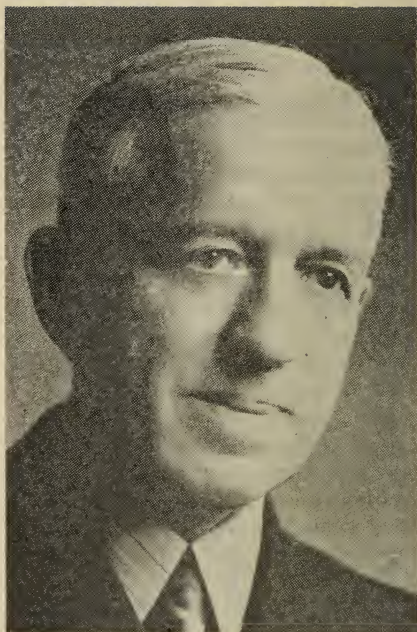
His reminiscences deal particularly with the Department's two great wartime tasks of manpower mobilization and maintenance of industrial peace.

The five men who preceded me as Deputy Minister of Labour had each in his turn to face special administrative problems.

The founding of the Department, the drafting of early labour legislation, the first World War and its aftermath, Dominion-Provincial relationships in labour matters, the struggle to meet the unemployment crisis of the 'thirties—these were the dominant problems of the Labour Department's first four decades.

As one who is still in harness, it is not yet possible for me to see in perspective the happenings of my own term of office, covering World War II and the years of post-war reconstruction.

It has certainly been an eventful period, one of fast-moving incident, presenting many new problems, the solution to which could sometimes only be sought through improvisation. It has



also been a period of good fellowship; and I think particularly of the war years, when hard-working and loyal associates gave their utmost in time and effort to the Labour Department's two great wartime tasks of manpower mobilization and maintenance of industrial peace.

My introduction to Federal Government service was, as it happened, not by design on my part; nor in the initial stages was it by design on the part of the Federal authorities. When war broke out I was serving as Deputy Minister of Public Works and Labour in the Province of Manitoba, a position that was both interesting and busy.

In January of 1940, at his request, my services were loaned to the Hon. Norman Rogers, who was then the Minister of National Defence of Canada. The task was the regularizing of payments to dependents of those who were in the Armed Forces. The loan was initially for a six-month period but was extended. Several rather arduous tasks followed: the inauguration of unemployment insurance; the removal of persons of Japanese nationality from the Pacific Coast inland. Then, came a permanent appointment as Associate Deputy Minister of the Federal Labour Department.

In the autumn of 1942 I became Director of National Selective Service; and in January 1943 I was appointed Deputy Minister of Labour, retaining my Selective Service post.

Thus by stages a six months' loan proposition became a permanent move from Provincial to Federal service.

I must confess to some feelings of regret at leaving my Provincial employment, which was closely associated with actual construction projects and where I had happy business and social contacts.

But the tremendous problems in the Labour Department field—the wartime movement of manpower, post-war re-establishment, unemployment alleviation methods, conciliation of disputes, and progress towards happier labour-management relations—were overpoweringly engrossing, and presented a challenge difficult for anyone to resist.

* * *

The manpower program that the Labour Department administered through the National

Selective Service organization was essentially quite simple in its objectives. Men and women had to be found, first for the Armed Forces, and second for war plants. Meanwhile, of course, essential civilian services, such as food and supplies, had to be maintained.,

In the early stages of the war, this program could be carried out on a voluntary basis. It was only as the war effort grew in scope that special compulsory measures became necessary. War plants at first found little difficulty in securing a sufficient supply of men and women; high wages and good working conditions in the new establishments, together with the patriotic inducement of working directly on war equipment, were adequate attractions. The industries that found themselves running short of workers were those where the work tended to be arduous or not too highly paid, such as farming or mining.

The strain of the war effort on the country's manpower resources can be appreciated when it is realized that by 1943 some million and a half men and women were either in the Armed Forces or employed in war plants. In retrospect it seems almost fantastic that such a vast number of persons could have been mustered for occupations which lay outside the country's normal peacetime industrial processes, and yet that there should have been so little disruption to the civilian way of life.

Many of the extra million and a half persons came from the ranks of the unemployed; others were retired persons who returned to work, married women who found part-time or full-time jobs, or young people who started work

earlier than normal. Nevertheless a substantial number had to come from civilian industry.

It was in March, 1942, that the first civilian manpower controls were introduced, when the Prime Minister, Mr. King, announced the first National Selective Service Regulations. The pattern of the program which subsequently developed is familiar. The more stringent manpower controls were brought in unwillingly, only as they became absolutely necessary. Under the program, all hirings and separations of workers had to be channelled through Selective Service offices—offices which had only just been organized by the Unemployment Insurance Commission. Workers in essential industries and occupations were “frozen” in their jobs, and in some cases given postponement of military training. Industries were given labour priority ratings; and job-seekers were directed to high priority jobs wherever possible. Beginning in 1943, a series of compulsory labour transfer orders were issued, applying to certain low priority industries and occupations, and aimed at “scraping the bottom of the manpower barrel,” by directing to essential industry the last available supply of labour.

A significant feature of the manpower program was the care that was taken to consult with labour, management and other groups on policy matters. Before regulations were passed and put into effect they were reviewed by the National Selective Service Advisory Committee, made up of representatives of labour, management, the armed forces, agriculture, the universities, and other groups. If the Director,

who was chairman of this Committee, was not able to satisfy the group that a Selective Service order was advisable and necessary it was reconsidered.

Other countries give Canada credit for a good manpower management record during World War II. Officials, for example, from the United Kingdom and from the United States have been generous in their praise of the results shown by the various manpower regulations put into effect by the Government.

My own impressions are that the success attained was due to the patriotism of the Canadian people and a definite determination to win the war which made the workers willing to accept inconveniences. Plenty of power was given the Minister of Labour and the Director of Selective Service but fortunately the authority given by the regulations did not half require to be used. The needs were published and the people were told what it was hoped they would do and they did it. All credit is due to the Canadian workers, and a special word should be mentioned in regard to the women workers.

Selective Service controls passed away almost immediately after the war ended. A necessary job had been carried out, with every possible democratic safeguard, but such controls were not consistent with our normal way of life, and their passing was regretted by nobody.

There remained, however, the nation-wide network of local offices. These offices could now assume the task for which they had been originally intended, namely to bring together on a free and voluntary basis workers in search of employment and

COMMENDATION FROM THE FIRST TO THE PRESENT DEPUTY MINISTER OF LABOUR

Shortly after he had been awarded a "Citation of Merit" from the International Association of Public Employment Services for his work in "enlarging the opportunities of useful work for all and for minimizing the hazards of unemployment to wage-earners and to society," Dr. Arthur MacNamara received the following letter from the Rt. Hon. W. L. Mackenzie King:—

LAURIER HOUSE
Ottawa

June 14, 1950.

My Dear MacNamara:

I should like to extend to you my hearty congratulations upon the well merited honour recently conferred upon you by the International Association of Public Employment Services, which held its most recent meetings in Long Branch, California. I meant to write you at the time I saw mention of the "Citation of Merit" in the press, but for one reason or another have been prevented from doing so until today.

I suppose there is no one in our country who, more than myself, has an adequate appreciation of the services you have rendered the parties to industry, and through them to the country at large. For public as well as personal reasons, I should therefore like to say how glad I am that the part you have played in "industrial relations" over the years has become so generally recognized. I mean this in reference not so much to the award of merit recently received, as to the appreciation of the significance of that award by the press of our country. My delay in writing to convey my own congratulations has had the advantage of enabling me to make mention of this additional recognition.

I need scarcely add the pleasure it has been to me, during the years you have been in Ottawa, to have enjoyed the association we have had together on so many matters of government. The association has been one of the pleasantest of my public life.

With my best of wishes and all kind remembrances. Believe me always.

Yours very sincerely,

(Sgd.) W. L. MACKENZIE KING.

Arthur J. MacNamara, Esq., C.M.G., LL.D.,
Deputy Minister of Labour,
Confederation Building,
Ottawa, Canada.

employers with job openings; this task being coupled with the administration of unemployment insurance.

The war effort, which so transformed our Canadian economy, also occasioned changes in our attitude towards social problems; and I like to think of the structure of unemployment insurance and the employment service as symbolizing our new approach to the major difficulty that plagued the nineteen-thirties, that of unemployment. The employment offices are now playing an essential role in relationship to the Government's policy of maintaining high levels of employment and income. Moreover, their attention to the special needs of handicapped persons, of older workers, and of young "first-jobbers" reflects another aspect of our new and broader post-war concept of social needs and human objectives.

* * *

In addition to the mobilization of manpower, the second major task of the Labour Department during the war years was the maintenance of industrial peace.

It is one thing to see that workers are in jobs which are essential to the war effort; it is quite another to induce them to make their full contribution in these jobs. You cannot prevent unrest merely by passing an Order in Council; nor can you spark enthusiasm merely by means of administrative machinery. Unrest is the breeding ground of absenteeism, labour turnover, disastrous strikes, and even of sabotage. You cannot legislate against these things. What you can do is create conditions which go a long way to preventing their occurrence.

The anti-inflation program of the Federal Government did much to encourage the full participation of labour in the war effort. Though the fight against inflation benefited Canadians in all walks of life, it is its significance in the field of labour relations which is of special interest. By preventing inflationary price rises, it did a great deal to remove one of the chief threats to industrial peace.

It was the responsibility of the Department of Labour to administer wage control, an essential part of this anti-inflation program. But wage control could not mean a rigid wage freeze. It had to be firm enough to prevent inflationary increases, but flexible enough to allow for essential adjustments.

Wage control was administered by National and Regional War Labour Boards, to which labour, management, or both parties jointly, could apply for wage adjustments.

The task of these boards was not easy, in view of the tremendous pressure on wage rates which developed as labour became scarce. However the Canadian people were behind the anti-inflation program, and there is no doubt of its wartime success.

With the abandonment of wage control late in 1946 the Government withdrew from its intervention in this area of labour-management relations. In another field, however, a wartime experiment in industrial relations was to prove to have more than temporary utility, and was subsequently embodied in peacetime legislation.

This was the introduction, in 1944, of compulsory collective

bargaining between employers and the certified bargaining representatives of their employees.

This innovation needs no description here. Its introduction had the effect of virtually ending strikes over the issue of union recognition; a result of considerable importance during a period when unions were more than doubling their membership.

The conciliation work of the Labour Department increased greatly during the war years, with its application to war industries as well as to those falling normally within federal jurisdiction. Some indication of the success of this work, and of the restraint exercised by both management and labour during the war period, is revealed by the fact that the amount of time lost as a result of work stoppages averaged less than half a day a year for each worker.

* * *

I have no space here to say much more about my term of office. However it does seem necessary to give special mention, for example, to the War Emergency Training Program, organized during the war on a Dominion-Provincial co-operative basis, which trained no less than half a million persons for war industry or as tradesmen in the armed forces, and helped to rehabilitate 150,000 war veterans. The training of so many skilled workers made an essential contribution to Canada's increased industrialization, with incalculably beneficial consequences to the standard of living of the workers themselves and the country as a whole.

I think, too, of our Dominion-Provincial farm labour program, which did emergency work in the

war years, as having proved to have more than temporary value. Our wartime sponsorship of labour-management production committees has also continued into the peace, as has our expanded research work into labour and economic questions.

Perhaps the biggest of the post-war tasks we have undertaken has had to do with the placement of the thousands of new Canadians, including displaced persons, who have entered the country during this period of expanding industrial development.

We have also, of course, continued such pre-war functions as the sale of annuities, including group contracts for pension plans, the issuing of fair wages schedules for Government contracts, the analysis of labour legislation, and the publication of labour information.

Our participation in the work of the International Labour Organization has brought Canadian unionists and employers, as well as Government officials, into contact with the problems and aspirations of labour and industry in other countries, and helped to create a sense of the worldwide scope of the movement towards social justice. The current trend in the ILO's work is to render technical assistance to the underdeveloped areas of Asia, Africa and Latin-America, and to help them to develop the higher standards of living and the hope and confidence in the future which are so essential to the effective functioning and ultimate triumph of the democratic way of life.

In closing this brief review of my share of the Labour Department's half century, there only

remains for me to wish the Department luck and success in the next fifty years, and to express my confidence that it will adhere to the ideals of service to labour, management and the public that have motivated those who have carried on its work from 1900 to 1950.

It is with sorrow that, since the above was written, I must

make reference to the death of the man who, as Minister of Labour, had been my superior since my appointment as Deputy Minister. In the Hon. Humphrey Mitchell the country has lost a great labour leader and I personally have lost a friend and one whose many fine qualities made it a never-failing pleasure for me to work under his guidance.

Six Decades of Public Opinion on Labour Organization

as illustrated by reports of three Government bodies

1889

Royal Commission on Capital and Labour

"... such societies should be encouraged."

"Labour organizations are necessary to enable workingmen to deal on equal terms with their employers. They encourage their members to study and discuss matters affecting their interests and to devise means for the betterment of their class. It is gratifying to be assured by many competent witnesses that labour bodies discourage strikes and other disturbances of industry, favour conciliation and arbitration for the settlement of disputes, and adopt conservative and legitimate methods for promoting the welfare of the producing members of society. It is in evidence that most labour bodies strive effectively to promote temperance throughout the country, and especially among their members....

"Your Commissioners recommend that in view of the good already accomplished the increase of such societies be encouraged by all legitimate means, and that one day in the year, to be known as Labour Day, be set apart as a holiday by the Government."

Royal Commission on Industrial Relations

"... persist in dealing with their employees as individuals."

1919

"Employers may be divided into three classes— (1) those who deny the right of their employees to organize and who actively take steps to prevent such organizations; (2) those who, while not denying that right of their employees to organize, refuse to recognize organization among their employees, and persist in dealing with them as individuals, or as committees of employees, without regard to their affiliation with the organizations; and (3) those who not only admit the right of their employees to organize, but recognize and bargain with the organization on behalf of their employees.

"There are not many employers in Canada who belong to the first class, but there are a very large number who belong to the second class. The employers who openly object to their employees organizing are not many, but, rightly or wrongly, the workers believe that numbers of employers who openly declare their willingness that their employees should organize, covertly interpose obstacles in the way of their doing so, and that employees who are active in organizing their fellows into trade unions are got rid of, or penalized in some other way. To the third class belong the great railway, telegraph and mining companies and many building trades....

"On the whole we believe the day has passed when any employer should deny his employees the right to organize. . . . We believe the frank acknowledgement of this right by employers will remove one of the most serious causes of unrest."

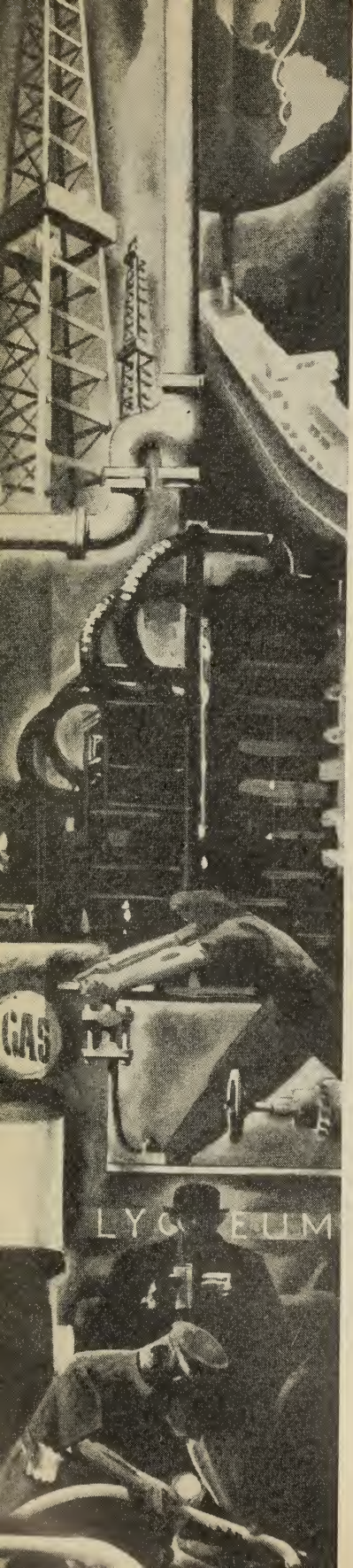
Public Inquiry of National War Labour Board

"... collective bargaining should be made compulsory."

1943

"Generally speaking, the great mass of employers, until comparatively recent years have employed all weapons in their power to resist and discourage the trade union movement . . . Generally speaking, we have reached the conclusion from the evidence that under present war conditions it is in the national interest that the principle of collective bargaining should be made compulsory . . . under a Code providing a set of rules that will be fair to both parties and in the national interest and administered by an umpire who cannot be called in question. . . .

"Any such measure must take into cognizance that the national interest is more important than that of either industry or organized labour."



THE CANADIAN WORKER IN A CHANGING ECONOMY

*by the Economics
and Research Branch*

George V. Haythorne, Director *

Since 1900, Canada has made rapid strides in developing from a rural to an urban economy. The following article sketches some of the major economic and social changes of the past fifty years, and their effects on the working and living conditions of Canadian workers.

* While all Sections of the Economics and Research Branch contributed to this article, it was prepared mainly by J. M. Wyatt, F. W. Burton, and J. P. Francis.

In 1900, Canada was still a young country from almost every point of view. Her economy was dominated by rural activities of which agriculture was the most important. Although numerous small manufacturing and commercial activities flourished in the towns and cities, Canadian workers were engaged then largely in the production of animal products, field and vegetable crops, fish, lumber and gold. The labour force was composed mainly of farmers, merchants and craftsmen working in most instances on their own account. Social security measures were almost non-existent and educational and other community facilities were limited in scope. Most workers stayed at their jobs for long hours, little was done about sanitary, health or recreation facilities, there were no cars to carry them to work and back, and at home the coal oil lamp and the wood-burning stove were still standard domestic equipment. Although the five eastern provinces were already well developed, settlement west of the Great Lakes was widely scattered and many frontier regions existed.

Today, in 1950, Canada is becoming a highly industrialized country and already is one of the world's great trading nations. The primary industries continue to be of basic importance, but manufacturing now has emerged as the largest single industry. Far-reaching technological changes have occurred and extensive new resources have been discovered and developed. The Canadian labour force is made up mainly of wage and salary workers, each one of whom relies on the productive activities of others to provide most of the goods and services he requires. Community facilities have been greatly extended and governments have been called upon to play a greater role both in economic and social spheres.

As a result of these major developments, the standard of living of Canadian workers has increased sharply. Wages have risen, not only in manufacturing as shown in the accompanying table, but in all industries. Today, most workers enjoy the benefits of shorter hours, greatly improved working conditions, often including recreational, health and eating facilities, transportation frequently in their own cars, and at home many of the advantages of the modern electrical age. Due to natural growth, immigration and broad shifts of population, settlement has been extended across the southern expanse of the nation from the Atlantic to the Pacific, although broad northern frontier areas still remain.

Canada's evolution from an essentially rural and agrarian economy to a basically urban and industrialized one has been characterized by significant economic and social changes. Some of these changes have occurred suddenly while others have taken place more slowly and are imperceptible except over long periods of time. Because of the far-reaching effects of such events as the two World Wars of 1914 and 1939 and the great depression of the 1930's, which have acted partly as depressants and partly as stimulants, Canada's economic and social development has not taken place at a steady rate over the last half-century.

This discussion is not intended to be exhaustive; rather, some of the more basic changes which have occurred will be mentioned and their impact on Canadian workers will be pointed out. The discussion



Since 1900, Canada's population has almost tripled, the most rapid increase being in the West. . . .

will deal first with those changes that are mainly economic in nature, and then with some of the developments that can be classified as being primarily social. Finally, mention will be made of some of the more important economic and social problems that face this country today at the mid-point of the twentieth century.

Economic Changes in Canada Since 1900

The overall growth of the Canadian economy since 1900 is evident in every aspect of national life. Measured by the yardstick of population, Canada now has over two and one-half times as many people as it had fifty years ago, while the Canadian labour force is about three times as great. There are other impressive achievements. Production has increased far more rapidly than

the number of workers. The improved acreage of Canadian farms has more than tripled during the period. The physical volume of output in manufacturing and in mining has been multiplied, on the average, by about ten. The annual value of Canadian exports is over sixteen times as great as in 1900, and hydro-electric power capacity is over forty times as great.

Indicators of Canadian Economic Growth

Item	1900	1950
Population.....	5,300,000	13,845,000
Grain Acreage.....	12,000,000	50,000,000
Primary Steel—Tonnage Produced ⁽¹⁾	26,000	3,190,000
Employment in Manufacturing ⁽²⁾	280,000	1,300,000
Weekly Hours Worked in Manufacturing.....	60	43
Weekly Wages in Manufacturing.....	\$ 7	44
Wholesale Price Index.....	100	294
Exports ⁽¹⁾	\$169,000,000	2,990,000,000

(1) Data refer to 1900 and 1949.

(2) Data refer to 1901 and 1950.

... Immigration was an important factor in this population growth, although many people also emigrated to the United States.



It is evident from such statistics that physical output per man-hour has increased in most industries with considerable rapidity. Not only the number of workers, but the output and the real income of workers generally, have increased greatly since 1900.

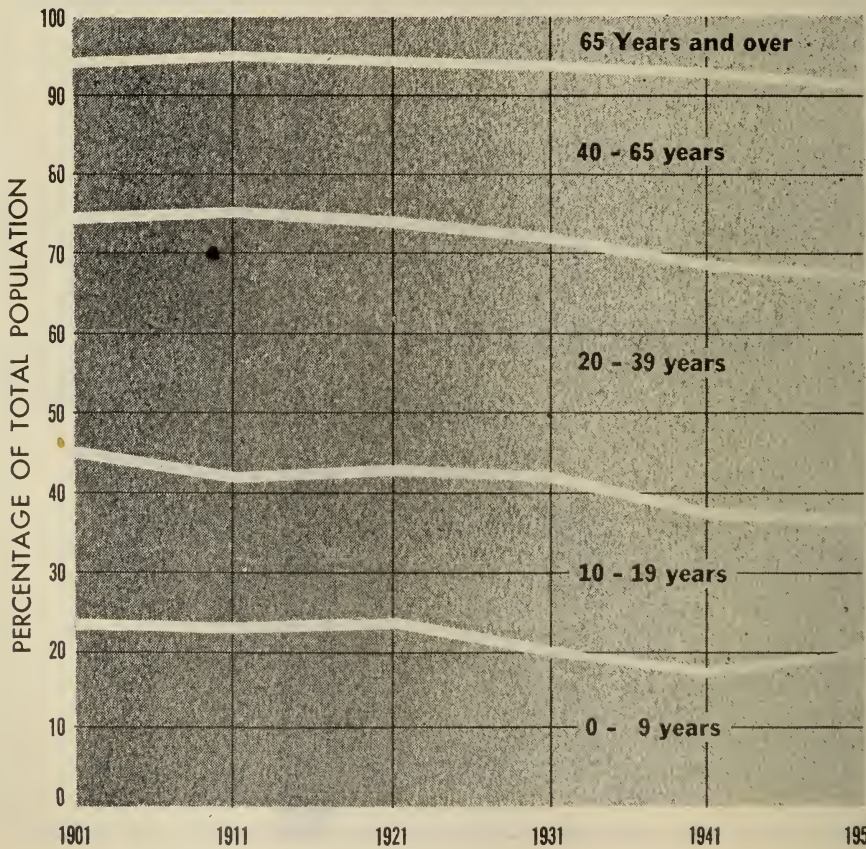
**Development of
Natural Resources**

The development of natural resources, previously underdeveloped or untouched, was one of the chief causes of the increase in

production. In most cases, the utilization of new resources involved the settlement of new areas.

The most striking extension of settlement took place in the agricultural areas of the Prairie Provinces in the first quarter of the century. The rapid expansion of prairie agriculture was made possible by the favourable condition of world markets for food, by the application of suitable production techniques and methods of organization which had already been worked out in the western

The Canadian population has been growing older, due to an increase in life expectancy and a decrease in the birth rate . . .



United States, by the construction of railway lines and waterways, including the Panama Canal, by the distribution of free homesteads, by the stimulation of a heavy flow of immigration and, more recently, by water and soil conservation projects. To furnish these prerequisites of prairie settlement, aid of many kinds was extended by the Federal Government.

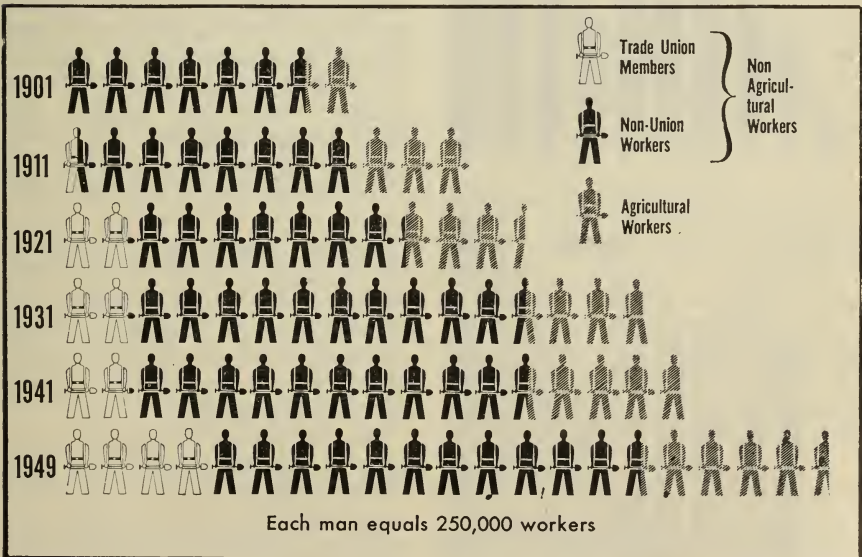
The resulting movement into the prairies, in size and rapidity, eclipsed all similar movements in Canadian history. Between 1900 and 1914, approximately one million people moved into the Prairie Provinces. The prairie wheat crop increased during this period from 20 million to over 200 million bushels. By 1921, the bulk of the prairie agricultural land had been occupied. Owing to the absence of systematic land use studies, including soil analyses,

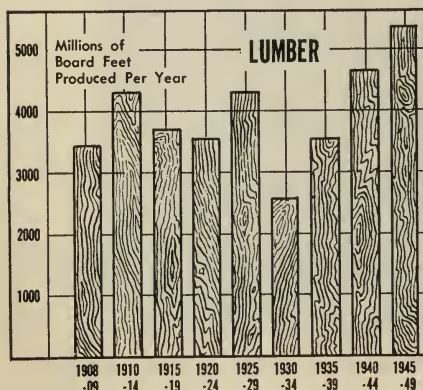
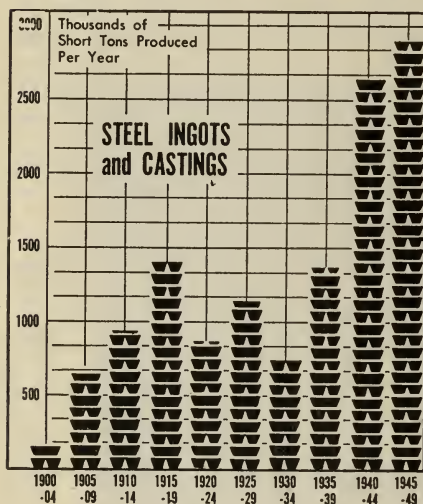
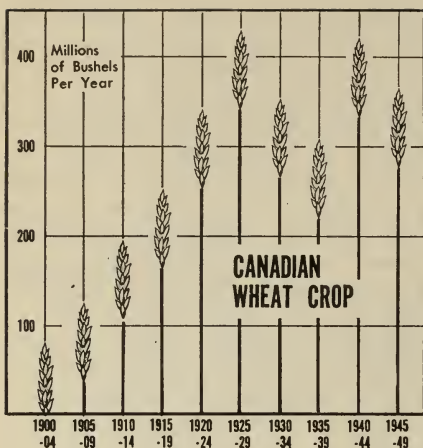
and to the inexperience of many settlers, some areas which were occupied were found later to be unsuited to field crops.

On a much smaller scale than on the prairies, agricultural settlement has also taken place in other areas, especially in British Columbia and in northern Ontario and Quebec. Agriculture in these areas has been subsidiary in most cases to other industries developing at the same time, such as mining, logging, and closely related secondary industries.

The expansion of forest industries led to the economic development of considerable areas in many parts of Canada. The increase of population in such areas has, of course, been much less than in the case of agricultural settlement, but the total area affected has been very great, as Canada's forests cover over one-third of the total land area. The regions of

... Since 1900, the Canadian labour force has nearly tripled, the increase being chiefly in non-agricultural occupations.





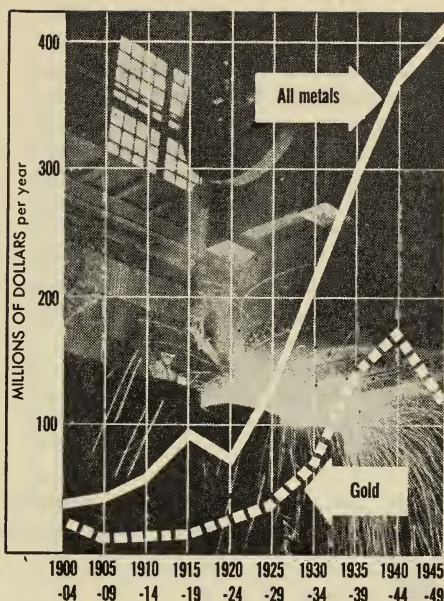
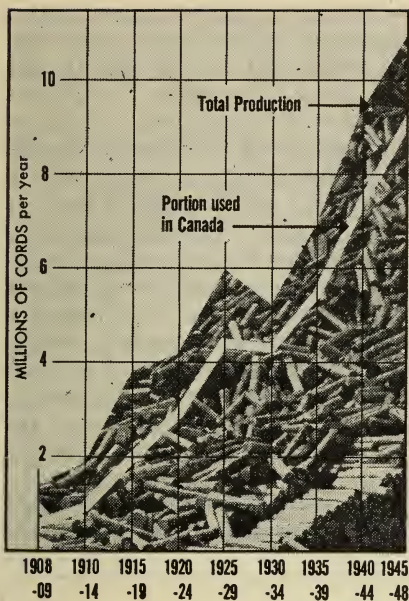
During the early years of the century, production of wheat, steel, and lumber increased rapidly. . . .

greatest development have been the British Columbian coast, northern Ontario, northern and eastern Quebec, and parts of the Maritime Provinces and Newfoundland.

Commercially, lumber and newsprint are the two major products of Canadian forests. Export markets have been important in the growth of both industries. In 1900, lumber was already Canada's leading export. Nevertheless, production has been greatly increased, chiefly by the development of a large new lumbering industry in British Columbia, where the large trees permit low cost, high quality, and the maximum use of mass-production methods.

The pulp and paper industry, in contrast with lumbering, is a development of the twentieth century, especially of the period since the first World War. About 90 per cent of Canada's total production of wood pulp and paper is destined for the United States' market. This has become the chief forest industry of eastern Canada, especially of Quebec, but it is important in all the chief forest areas of Canada. Since newsprint production has tended to be located close to the pulpwood supply, and is a highly capitalized, mass-production industry, it has resulted in the growth of modern town sites in forested areas previously unsettled.

Mining has increased spectacularly in Canada since 1900. Coal mining approximately tripled its output between 1900 and 1920, due to the increasing demand from the railways, the steel industry, and



. . . Production of pulp and paper, and metals, expanded later.

manufacturing industries in general. Since 1920, the increasing use of hydro-electric power, oil, and gasoline, has helped to reduce the rate of increase in coal mining.

Metal mining in Canada had not become a major industry before the first World War, except for the temporarily large output of gold from the Klondyke and of silver from the Cobalt area. Most of the large ore-bodies, which now form the basis of Canada's output of gold and base metals, were discovered before 1914, but large-scale development was delayed by the technical difficulties of extracting the metals from complex, low-grade ores. The urgency of wartime demand helped to solve the problem. The recent discoveries of iron ore in Labrador and northern Ontario and of oil in Alberta have given added impetus to these and related industries.

Although the number of people actually employed in mining in

Canada is small, the industry has made a relatively large contribution to the settlement of areas previously remote and largely unoccupied. The large mineral deposits have attracted large numbers of people dependent on metal refining, steel production, construction, transportation, the service industries and agriculture. Prospectors for minerals have also made a large contribution to the task of exploring Canada's remoter regions. The old-fashioned, colourful and individualistic prospector has been one of the key figures in Canadian development.

Adequate and cheap transportation was vital to the extension of settlement over large undeveloped areas, and to the shipment of large volumes of bulky staple products, such as wheat and lumber. This fact had long since been recognized by Canadian governments, and the first transcontinental railway, as well as most of Canada's

present waterways had been completed before 1900.

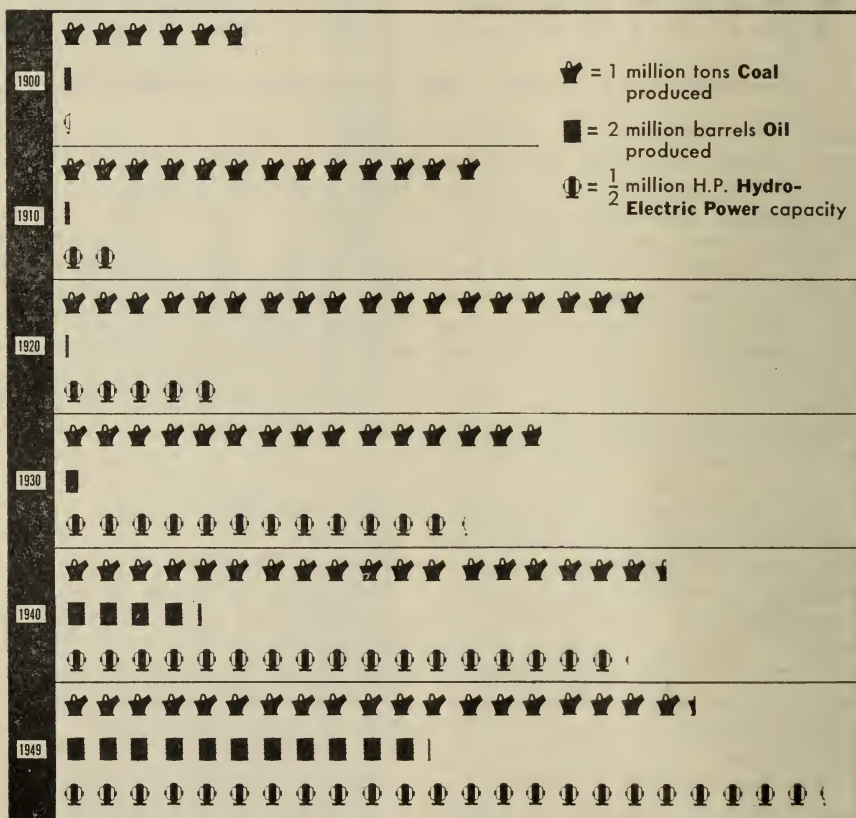
Settlement of the new areas, however, especially in the prairies, demanded a great increase in railway facilities. Between 1900 and the end of the first World War, Canada's railway mileage more than doubled. Expansion was then brought almost to a stop, partly as a result of less rapid Western development and the advent of the automobile.

Air transport later played a more vital role in the development of Canadian resources. Aeroplanes

were particularly valuable in the Canadian north, with its great distances and sparse population, and their increasing use during the thirties was closely related to the expansion of gold mining. At this time Canada led the world in volume of air freight carried.

The expansion of primary industries and of transportation facilities, and the economic development of new territories, have been the basic factors in Canada's growth in the twentieth century. In large part, these have been responsible for the rapid increase in the

Coal production increased rapidly in the early years of the century but later other sources of power became more important . . .



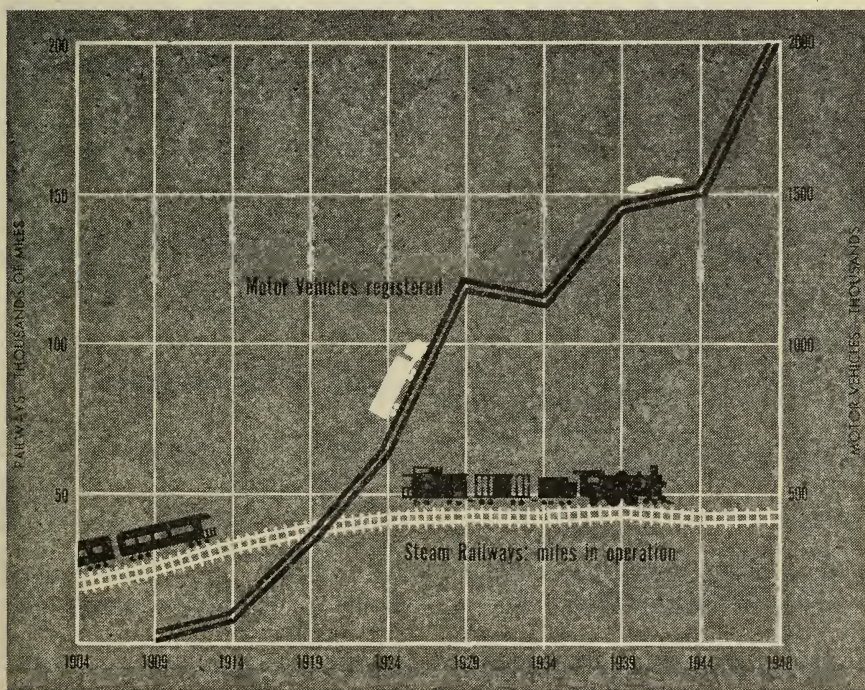
Canadian population, and the overall improvement of the material welfare of the Canadian worker.

Technological Progress

The rapid technological advances which have occurred in almost all fields during the twentieth century have greatly accelerated Canadian development in a number of ways. First, the application of techniques already developed and utilized elsewhere greatly stimulated industries based on Canada's abundant resources. Second, new inventions to meet unique Canadian production problems formed the basis for new industries or revolutionized old ones.

An outstanding example of the first of these two developments is the rapid expansion of prairie agriculture by the application of production techniques and settlement policies matured and tested either in Eastern Canada or in the United States. The same dry-farming methods were applicable both to the southern Great Plains and to large parts of the Canadian prairies. The necessary mechanical devices—plows, seeders, binders, windmills, grain elevators—had only to be reproduced in sufficient numbers and distributed over the prairies. Even the basic economic and social framework—the quadrilateral survey and the free homestead system—could be borrowed from the United

. . . Railway building slowed down as the use of the automobile increased.



States. A variety of wheat suitable to the climate—Red Fife—had been introduced into Ontario from eastern Europe about forty years earlier, and had subsequently been tested throughout the north central states. It was no wonder that, when world market conditions became favourable, settlement could proceed rapidly.

Similar examples of the application to undeveloped natural resources of techniques already matured in Eastern Canada, the United States and elsewhere could be found in mining, fishing, lumbering, newsprint production and other cases.

The second development mentioned above—the acceleration of economic expansion by new technological advances—can be illustrated by such examples as the discovery and utilization of hydro-electric energy, the automobile industry, the chemical industry, the development of methods of extracting metals from low-grade and complex ores, the new methods of prospecting for minerals by the use of geophysics or Geiger counters, or the application of science to agriculture as, for example, in the development of new varieties of rust-resistant wheat. Some of these advances have resulted from research applied to specifically Canadian problems and undertaken by the government or by individual industries. The two World Wars gave a tremendous impetus to all types of technological advance both in Canada and elsewhere.

Arising out of these technological advances and the rapid expansion of the economy, has been a steady demand for capital to provide the new factories, machinery, railways, housing, and other

capital equipment required. By far the greater part of the necessary capital has been provided by Canadians from their current incomes; but in periods of rapid expansion there have also been large imports of foreign capital. The chief sources of such capital have been the United Kingdom and the United States. British investors, who were the chief source at the beginning of the century, were interested chiefly in railway securities and government bonds; these securities also attracted United States' investors. Another flow of capital, mainly from the United States, developed with the opening of Canadian branch plants, especially since the first world war. The World Wars, but particularly the last one, greatly reduced the supply of British capital available to Canada. This, plus the increase in Canadian wealth, increased the extent to which Canada depended upon her own resources for capital.

Growth of Secondary Industry

An important feature of Canada's development in the twentieth century has been a relative increase in secondary industry. Illustrative of this growth is the fact that the number employed in primary industry amounted to approximately 45 per cent of the total labour force in 1901, but are less than 25 per cent of the total at the present time. Manufacturing, which employed one worker in six, fifty years ago, now employs one in four. An acceleration of this shift characterized the periods of both the World Wars, and this has been one of the most important permanent effects of the two wars.

One of the major reasons for this growth in Canadian manufacturing is that products formerly exported in their primary state now are being processed to a greater extent at home. In the main, however, the relative growth of secondary industry, in Canada as elsewhere, is due to the increase in productivity, which reduces the proportion of the labour force required to provide necessities, and sets a larger proportion of the workers free to produce goods and services of other types. In many parts of Eastern Canada, the number of farmers is now smaller than in 1900, while the total agricultural output is much greater. When fewer hands are required to feed the population, more hands are available to make automobiles and radios.

One obvious result of this process is an increase in the Canadian standard of living. Another effect of the growth of secondary industry is a relative increase in the number of Canadians producing for the home market, and some reduction in the economic insecurity resulting from uncertainties in export markets.

A more obvious effect of the growth of secondary industries on the Canadian worker is a change in the types of jobs available and in the types of skill demanded. This shift is intensified by technological changes. There is nowadays a decreased demand for many of the older types of manual dexterity, and an increased demand for the ability to understand, make, and use machinery. New kinds of training are required.

Occupational shifts often involve geographic shifts, especially the movement of population, common to all industrialized countries,

from the farm to the city. This has had complex social, as well as economic, effects on Canadian workers.

Export Markets

Although the domestic market has increased over the past five decades, a high level of exports continues to be important to the Canadian economy as a whole. For some groups, exports are vital—those producing wheat, newsprint, gold, non-ferrous metals, lumber and fish. In the cases of nickel and newsprint, to take two outstanding examples, about 90 per cent of the output must be exported if the industry is to work at capacity.

Since 1900, Canadian export trade has increased greatly in both value and volume. The character of the trade has also changed. At the beginning of the century, lumber, cheese, gold, meat, wheat, and fish were the main export commodities. Twenty years later, wheat and flour had become the largest export followed by meat, lumber, newsprint, cattle, wood pulp, and fish. Today, wood pulp and newsprint have become the dominant export followed closely by wheat and flour with base metals, lumber, other agricultural products and fish among the other important export items. In total, Canada's export trade has varied from nearly one-third of the national production in prosperous years to about one-fifth in years of depression.

At times, such as the years following the second World War, Canada has been able to export considerable quantities of manufactured goods, chiefly to less industrialized countries. The staple products, which form the bulk of

Canada's exports, have also tended to be exported in a more finished form. Refined metals are now exported rather than ores or semi-refined products. Newsprint exports have increased greatly in comparison with wood pulp. Finished lumber is exported, in place of logs or square timber. Several of Canada's greatest manufacturing industries are now those which process native raw materials before export. In the case of aluminum, Canada's cheap hydro-electric power makes it possible to import the raw material and export the finished product.

A relatively great dependence on export markets, on primary industries based on abundant natural resources, and on the widespread use of modern technology to solve particular production problems, contributes to the special character of the Canadian economy. From these factors result high per capita levels of production, of income, of investment, and of external trade. Dependence on external trade makes the Canadian economy vulnerable to the effects of economic instability.

Changes in Population and the Labour Force

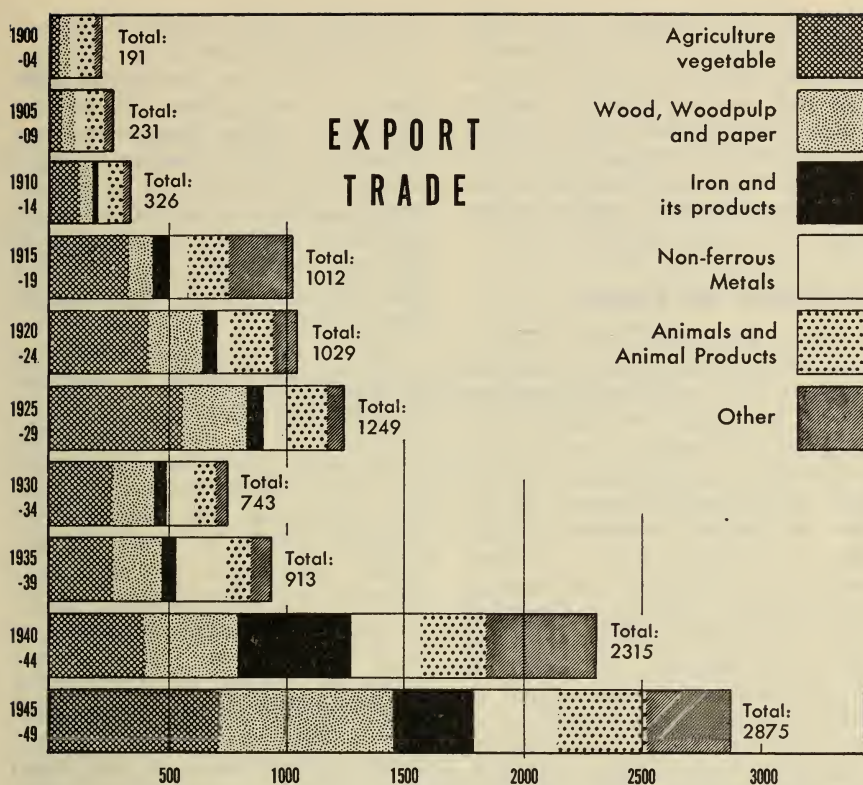
There has been a significant increase in the population of Canada, accompanied by regional and occupational shifts within the population. Between 1900 and 1949, the total population of Canada increased from approximately 5.3 millions to an estimated figure of 13.8 millions.

This growth came partly from natural increase and partly from immigration. Natural increase,

total births minus total deaths, amounted to nearly 6 millions for the whole period. Immigration totalled about 5 millions, of which about 3 millions arrived before the end of 1914. The total potential increase in population was therefore about 11 millions. The difference between this figure and the actual increase of 8.5 millions is accounted for chiefly by emigration to the United States.

All the five major regions of Canada showed population increases over the half century, but the rate of these increases varied greatly in different regions and at different times. The population of the Prairie Provinces, which was only 7.6 per cent of the national total in 1901, had risen to 22 per cent by 1931, but was estimated at less than 19 per cent by 1949. The population of British Columbia increased steadily from 3 per cent of the total in 1901 to 8 per cent in 1949. The greatest relative loss was in the Maritime Provinces, which dropped from 20 per cent to 12 per cent of the total. Ontario remained the most populous province, but dropped relatively from 39 per cent to 33 per cent of the Canadian population. Quebec remained steady at about 29 per cent.

The increasing average age of the Canadian population is altering the composition of the Canadian labour force and presenting new economic problems. In 1901, while approximately 35 per cent of the Canadian population was under 15 years of age, only about 5 per cent were 65 or over. Estimates for 1949 show approximately 29 per cent under 15 years, and 7.6 per cent 65 or over, in spite of the postwar increase in the birth rate.



Export trade increased rapidly, and new staples became important, such as wheat, metals, and newsprint.

**Gainfully Employed as a Percentage of
Total Population for Selected
Age Groups**

Age-group	Males		Females	
	1921	1941	1921	1941
	%	%	%	%
14-15.....	29.1	16.8	8.3	3.7
16-17.....	67.9	50.9	25.8	21.2
18-19.....	85.8	77.3	39.2	40.0
20-24.....	92.3	91.5	35.0	41.8
25-34.....	96.2	97.7	17.3	24.8
35-64.....	94.3	95.2	10.7	13.7
65+.....	58.4	47.4	6.3	5.6

The Canadian labour force in 1949 represented a slightly greater

percentage of the total population than in 1901. The percentage of the male population in the labour force increased from 56 to 58 per cent, and of the female population from 9 to 17 per cent. The increasing tendency toward the employment of women is due to several factors. Among these are the smaller size of the family, the introduction of labour-saving devices in the home and the increase in the number of jobs suitable to women.

The increase in the percentage of the male population which is at work may be ascribed chiefly to the fact that a greater propor-

tion are of working age today than in 1900. The numbers in the labour force tend to be reduced, on the other hand, by tendencies toward longer schooling for young people, which withholds them longer from the labour force, and toward earlier retirement for older workers.

Standard of Living

When the standard of living is considered in the strictly economic sense, there are certain measurements by which its rise or fall may be evaluated. Assuming a consistent measurement of the cost of living, differences in the rate of growth between income and living costs over a given period are indicative of changes in economic welfare. Complete data on earnings and cost of living are, unfortunately, not available for the entire period covered in this article. Index numbers of the cost of living are available from 1913, however, and data on annual earnings of wage-earners in manufacturing are available from 1917. In the period 1917 to 1949, living costs rose by 57 per cent, while annual earnings rose 173 per cent. It may be deduced then, that during this 33 year period the standard of living in Canada in terms of real earnings of wage-earners in manufacturing has improved by 74 per cent. The trend of real wage-rates from 1917 to 1949 is seen in the accompanying chart sequence which shows index numbers of wage-rates, cost of living and real wage-rates on the base 1935-39=100.

A rougher comparison may be made on the basis of figures from the 1901 Census, which give

average wage-rates per day in manufacturing as \$1.36 for men and 69 cents for women. Weekly hours of work were 60 on the average. These figures may be compared with average weekly earnings of about \$44.00 for all wage-earners in manufacturing at March 1, 1950, for an average of 43 hours of work per week, or slightly more than \$8.00 for an 8-hour day.

Due to technological changes in industry and changes in methods of compiling statistics, a complete comparison of the occupational wage-rates prevailing fifty years ago with those of recent years is impossible. The table which follows shows a few occupational comparisons for Montreal, Toronto and Winnipeg:—

It is interesting to note that it is not uncommon for a worker today to receive as much for a day's work as his grandfather in the same trade received in a week. For instance, in 1901 hand compositors in newspaper printing in Toronto received \$14.00 for a 54-hour week; hand compositors in Toronto in 1948 were receiving \$1.78 per hour, or \$14.20 for an 8-hour day. Such a comparison must, however, be considered in the light of the fact that in 1901 beef in Toronto was retailing at 8 to 14 cents per pound, depending on cut and grade, while in June, 1948, stewing beef was selling at 39 cents per pound and sirloin steak at 66 cents. An example of the increase in purchasing power is seen in the following comparison: on the basis of wages and prices in 13 centres from Halifax to Vancouver, it is estimated that an unskilled building labourer worked, in 1901, an average of almost 21 minutes to earn a

quart of milk; at 1949 wages and prices, he would only work 13 minutes.

Accompanying these increases in wage rates, sizeable reductions have occurred in daily and weekly hours of work. Detailed figures for 1900 are not available but the 1900 LABOUR GAZETTE shows that most construction workers employed on government contracts were working a ten-hour day.

At that time, miners' hours ranged from eight to eleven per day and printers from 48 to 60 hours per week. At the present time, only about 10 per cent of Canadian industrial workers have a standard work-week in excess of 48 hours. About 40 per cent of all industrial workers today are on a 5-day week and for almost one-half of these the standard work-week is 40 hours or less.

Comparison of Hourly Wage-Rates for Selected Occupations
In the Principal Canadian Cities, 1901 and 1948

Occupations	Montreal		Toronto		Winnipeg	
	1901	1948	1901	1948	1901	1948
	\$	\$	\$	\$	\$	\$
<i>Daily Newspaper Printing</i>						
Hand Compositors.....	0.24	1.52	0.26	1.78	0.35	1.17
<i>Electric Street Railways</i>						
Conductors and Motormen...	0.16	1.00	0.18	1.10	0.19	1.00
<i>Construction</i>						
Labourers.....	0.15	0.80	0.23	0.85	0.20	0.75
Plumbers.....	0.18½	1.45	0.27½	1.60	0.40	1.50
Painters.....	0.17½	1.15	0.25	1.25	0.25	1.15
Bricklayers.....	0.30	1.60	0.37½	1.75	0.50	1.55
Carpenters.....	0.17½	1.25	0.25	1.50	0.25	1.35

In most of the industrial groups for which data are available, wage rates in 1948 were four to five times as high as at the turn of the century. In metal mining, 1948 rates were slightly less than three times as great. In manufacturing, records available from 1911 indicate that between that year and 1948, wage-rates have increased four and one-half times. The average hourly rate for unskilled factory labour in manufacturing is estimated as being in the vicinity of 18 cents in 1911, whereas in 1948 it had reached 82 cents per hour.

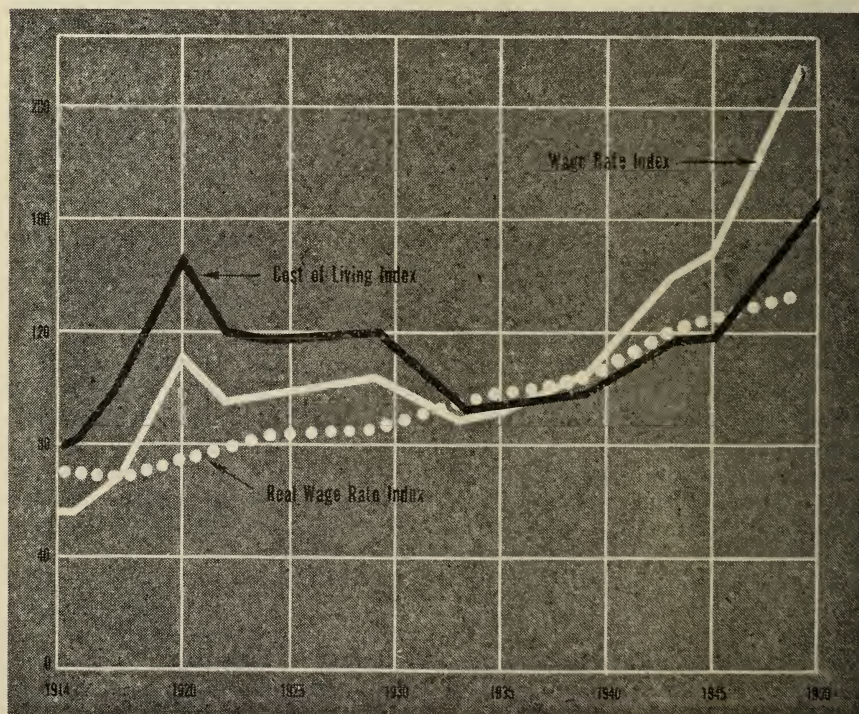
On the basis of the trend of wage-rates from 1911 to date, the relative positions of mining, construction and manufacturing in regard to weekly earnings have not changed. The tendency has been for the industrial groups with the lowest wage levels at that time to have the greatest percentage increases over the past 35 to 40 years.

In addition to these quantitative changes in living standards, qualitative improvements must be kept in mind. Food, since it is one of the primary necessities of life, may provide some indication of

these improvements. As incomes rise, food consumption also increases but not in proportion to the change in income. This means that there is a gradual decline in the proportion of income spent on food and an increase in that available for other uses. Although the increase in food consumption is important, it is the changing pattern of this consumption which is most striking. At the turn of the century much of the diet of the individual Canadian consisted of "unprepared" foods. Foods were eaten "in season" and many items such as oranges were a luxury reserved for Christmas or other festive occasions.

Numerous changes have occurred since then, a few of which might be mentioned. Increasing education in the field of dietetics has resulted in more general recognition of the need for a proper diet. Improvements in processing, transportation, refrigeration and preservatives have done much to increase the quality and variety of the Canadian diet and to make more foods available for year-round consumption. The availability of prepared products such as breakfast foods, canned goods, frozen foods and "ready-mix" baking preparations have done much to change cooking habits in the home. The two

While the cost of living rose during the half century, wage rates rose more rapidly, and real wages became higher in consequence.



100 = Average of years 1935-1939

provincial governments have adopted legislation stipulating that many foods must meet certain minimum nutritional and health standards. These things, plus the availability of electrical appliances have not only reduced the drudgery of housekeeping but have also had an influence on the number of women in the labour force.

Improvements have also been made in housing. The greater use of conveniences such as plumbing and electricity have been the result of increased urbanization and increased incomes. There have been improvements not only in designs and materials but also in some of the methods of construction, for example, the use of power equipment, pre-cutting, pre-fabricating, building several houses at the same time, and community planning of various types. Some of the changes, such as the trend from large to small houses, result both from social and economic considerations. The decline in the size of the average family, the shift to outside forms of entertainment such as the movies, and the scarcity of domestic help have all contributed to this change. The use of natural gas, oil burners, automatic stokers and air conditioning have also contributed to more efficient and more comfortable living for many people.

Increasing use of the automobile plus the engineering improvements made over the years are further indicators of advancement in the standard of living. The effects of this increased mobility on the location of shopping and amusement centres are also considerable. The

small locally-owned store is being supplanted by the supermarket and the chain store.

These have been some of the more tangible changes which have occurred in the standard of living during the past fifty years. Some of the intangible developments, however, may be equally important. Education today is considered an essential to better living. At the turn of the century the average worker had left school at "entrance" grade or earlier. Today his son has at least a good high school education, and often proceeds to university or other advanced training. The importance of education, while not measurable, is basic to Canada's social and economic growth. This is shown most readily, of course, in those areas where benefits accrue from scientific advances but it is also true in many other fields.

Another example of the intangible improvements in the standards of living concerns the medical field. Not only has medical science made rapid progress since the beginning of the century, but greater health facilities are also available to all groups in the community. That such advances have been and are being made is attested to by the increase in life expectancy.

As in so many other fields these changes have not come about in any steady progression nor have they been uniform in all areas in the country. From the end of the first World War, for example, there was little general reduction in hours of work for many years and the movement away from the 48-hour week in particular did not

come about in most industries until after the last war. The two World Wars and the long depression of the "thirties" influenced the timing of many of these

changes, but the trend over the last fifty years has been one of a substantial improvement in the economic welfare of Canadian workers.

Social Changes in Canada Since 1900

Social development in Canada in the last five decades, like economic development, has been marked by an evolution from a relatively simple to a more complex structure. This evolution influenced the individual, as an individual, and also as an associate with others in a changing environment.

This changing social fabric has arisen as a result of forces at work both within Canada and in other countries. Among the most dominant of these have been the increased extent of group or community activities associated with many of the basic economic changes noted above, the wide application of science to many phases of family and community life, increased opportunities for education, recreation and leisure accompanying the higher standard of living and on the international side, the recognition stimulated by two World Wars and a widespread depression, of the growing interdependence of all peoples.

The impact of these forces, within and without, was felt by Canada even though she was a young and vigorous country. Influenced greatly by old and new world ideas and patterns of life and work she has been free, in

the main, to work out her own destiny in a rapidly changing world. But within this range of freedom it has been necessary for her to adapt herself to changing conditions.

Development of a More Interrelated and Complex Society

In the transition from a predominantly agricultural to an expanding industrial economy, much of the self-sufficiency of the rural family and village community has been replaced by the interdependence of workers, especially those in the large urban centres. The division and specialization of labour have tended to place the worker's source of livelihood at the mercy of a single operation, and have made him so dependent upon a multitude of other single operations that it requires a host of other workers to provide him with the necessities of life.

Although manufacturing, service, trade and finance were important economic activities at the turn of the century, forty per cent of the working population was engaged in agriculture. Many of the most prominent values centered around rural living with its emphasis on the sanctity of the

family group and neighbourly obligations. The economic and social interests of each member of the community were scarcely wider than his immediate human contacts but each understood the limited economic activities and social functions of his environment and, as the occasion demanded, participated in them. There was a self-sufficiency and a stability in the social order that is often lacking in a more highly developed industrial society.

The initial expansion, stimulated by the wheat boom, the steady mechanization of farm operations and the national policies for economic development during the early years of the century, resulted in a rapid movement towards urbanization. This movement was one of the most striking social changes of the time. The organization of farm and other primary production for international markets and of manufactured goods for domestic consumption necessitated a complex commercial and financial structure which tended to be concentrated in a few large cities. This trend towards urbanization was intensified by the industrial development which has occurred since the first World War except for the depression years of the thirties.

The rapid growth of large urban centres increased the necessity for more municipal services of all kinds. Under such conditions, the nature of the individual contribution to the economic and social life of the community was changed. The community or urban group as a whole assumed more responsibility for the welfare of each individual. On the other hand, the sense of family solidarity has been extended by the increasing em-

phasis on the responsibility of the individual to the community as a whole.

The expanding industrial-commercial cities created many problems unknown in the more stable rural and village communities. The increased demand for labour was met by the immigration of overseas workers and the movement of farm workers from the land. The informal controls of the family group or the village community were not adequate to meet the needs and problems of the various cultural and racial groups in the rapidly expanding cities. The unifying influence of a people interested in one another was weakened by the heterogeneous nature of the urban group, the mobility of workers, and the contrasts between the various strata of city populations. It was becoming increasingly difficult for society to control the actions of its individual members, while it became necessary for citizens to consider themselves as a group, who work as a team, and to accept economic and social regulations.

Group organization became necessary to offset the social disorganization of the expanding cities. The growth of such organizations as the labour union and social welfare agencies was indicative of the need for group leadership and community support to alleviate some of the distresses of industrial society. As the magnitude of the problems and the cost of the social agencies assuming responsibility for their prevention or relief increased, it became necessary for these agencies to work in closer co-operation. Various church groups became increasingly active in this field.

Favourable economic conditions which prevailed through most of

the twenties, kept public welfare needs within manageable proportions. This concealed the social and economic changes which had been developing. Protection against personal misfortune, formerly assumed by the individual, by his family or by informal community assistance, was being assumed more and more by public authority. A preview of this social development was provided by the brief economic setback of the early twenties but not until the depression of the following decade did the problem assume serious proportions. Formerly, in time of depression, unemployment and destitution were relieved mainly through the self-sufficiency and solidarity of the family, or concealed by the return to rural communities. By 1930, however, the opportunities for self-reliance and social adjustment had materially lessened and a large proportion of the population was dependent almost entirely upon public assistance.

The misfortunes of this depressed period stressed the need for a comprehensive system of social security administered by the state. The state became recognized as the only organization with sufficient resources and authority to assist the individual worker when a highly specialized industrial society developed economic trouble. When prosperity returned, the individual was prepared to support measures to prevent the repetition of similar hardships.

The great industrial expansion in and subsequent to the second World War again accelerated urbanization, intensified social problems related to inadequate housing, emotional instability and juvenile delinquency. Previous

experience and more highly organized social agencies, however, combined with the continuing high levels of employment, helped to ameliorate the social consequences which the industrial economy of Canada had become subjected to during the war and post-war periods.

Role of Government

Over the past half-century, the role of government has been continually expanding. In the social field, there has been an increasing demand for the extension of legislation designed to prevent and alleviate the hazards of a complex economic structure. This demand was accelerated by both world wars and by the depression of the thirties.

One of the earliest forms of such public assistance to be introduced was a system of mothers' allowances. Beginning with Manitoba in 1916, the provinces progressively introduced legislation to provide cash benefits on a needs basis for mothers and children lacking adequate maintenance. This indicated that the state was beginning to assume responsibility for those groups that find themselves destitute or lacking proper support.

The plight of the older worker in modern industry was recognized by the federal Old Age Pensions Act in 1927, which provided federal assistance of 50 per cent towards the cost of provincially administered pensions. This Act was later amended to include pensions for the blind. Here was an indication that the community as a whole, operating through the agencies of government, was realizing that provision must be made for the aged and the handicapped citizen.

During the depression of the thirties, it became apparent that provincial and local agencies were not adequate to cope with the various problems raised by unemployment. For the first time, Canadian governments, from the local to the federal level, undertook to provide some form of economic security on a nation-wide basis for those citizens who found themselves destitute.

A more permanent system to provide against a sudden cessation of income for workers subject to industrial conditions beyond their control was a natural development. Such a system was provided by the Unemployment Insurance Act of 1940, which provides cash assistance to workers in most industries during periods of unemployment. The insurance fund, financed by compulsory contributions from the employer, employed worker, and the government, is an excellent example of responsibility and the co-operation that may exist between groups of citizens.

The Act also established the National Employment Service, which provides workers with a placement agency, and employers with a classified pool of manpower from which workers may be selected. The National Employment Service is the natural outcome of the system of public employment offices initiated in 1918.

The Family Allowances Act of 1944, provides for cash benefits to families in respect of virtually all children under 16 years of age. Health services have been greatly expanded under the stimulus of governments during the past fifty years. Most hospitals now admit all patients needing care. Illustrative of the growing concern which

the federal government feels for the welfare of Canadians was the establishment in 1944 of the Department of National Health and Welfare. This department administers family allowances and makes financial grants to the provincial governments for the provision of old age pensions and of health facilities.

The increasing role of governments is also illustrated by workmen's compensation. Workmen's compensation was first brought into effect in Ontario in 1914 and now all the provinces have legislation designed to protect the worker from the hazards of most industrial employment. The system of workmen's compensation is one of collective responsibility on the part of the employers in an industry, and as such, recognizes the duties incumbent upon one group with respect to another and the participation of governments in protecting the worker against disability.

Other examples of the increasing role of government are to be found in the National Housing Act which originated in 1935, the incorporation of the Central Mortgage and Housing Corporation in 1944, and the recent Agricultural Prices Support Act and the Fisheries Prices Support Act. Legislation and assistance through conciliation and other services have advanced labour - management relations. Agencies of governments inspect mines, factories, shops, and other places of employment. In the development of group responsibility, governments on all levels are serving more and more as connecting links in assisting the community in discharging its functions.

Labour-Management Relations

Labour-management relations are now a matter of concern to the whole community. At the beginning of the century, they were the concern almost entirely of the single employer and the individual worker. Since then, however, the growth of large industries producing goods essential to the welfare of the population and the large increase in the proportion of wage and salary workers has brought labour-management relations increasingly before the eyes of the general public.

The highlights of the half-century have been the cumulative growth of national and provincial legislation designed to facilitate collective bargaining, the organization into trade unions of workers in an increasing number of industries, and lastly the gradual

development of a social consciousness on the part of the whole community.

The full impact of the industrial revolution did not reach Canada until the beginning of the twentieth century. The mechanization of industry accompanied by its concentration in large establishments and the movement of population from rural to urban areas gradually brought about a greater division of interest between employers and workers. As had been the case earlier in England and Europe and then in the United States, the need of the workers for unions to represent them in bargaining with their employers developed with the change in the industrial system.

Apart from the Knights of Labour, which attained some success in organizing both skilled and unskilled workers in Canada between 1881 and the end of the century, most early labour organ-

Canada's rapid industrialization in recent years has required the services of an ever-increasing army of skilled workers. More than a million men and women have received training under Dominion-Provincial auspices since 1937, in addition to the many trained by industry itself.



izations in the United States and Canada were craft unions, e.g., the railroad brotherhoods, the typographical union, and the moulders' unions. This pattern was confirmed in the constitution of the American Federation of Labour, formed in 1886, one of whose main purposes was to establish national trade unions based upon the strict recognition of the autonomy of each trade, a pattern which was not effectively challenged until the 1930's.

A number of the early local craft unions in Canada joined with locals in the United States to form international unions. For the advancement of labour legislation, however, Canadian unions formed a federal body, the Canadian Labour Union in 1873 which was dissolved four years later, and in 1886, another federal body, the Trades and Labour Congress of Canada, many of whose member unions were also affiliates of the American Federation of Labour in the United States.

Although a framework of labour organization was thus set up early in the development of Canadian industry, the growth of these organizations lagged far behind the growth of industry. This lag may be attributed to a number of causes. Many employers effectively discouraged the formation of unions in their establishments and, in the early years of this century, particularly opposed international trade unionism. On the part of labour, the lag may be attributed to the existence of opportunities for self employment, to the heterogeneous nature of the labour force, and to the wide fluctuations which occurred in the demand for labour.

In addition to the craft unions, a number of unions in the AFL

and TLC were organized on industrial lines, e.g., the United Mine Workers of America, and the Amalgamated Clothing Workers of America, but few of the mass production industries were organized until a committee of the AFL undertook to do so in 1935. The unions concerned then formed a new federation, the Congress of Industrial Organizations in the United States in 1938 whose member unions now are affiliated in Canada to the Canadian Congress of Labour. The Canadian and Catholic Confederation of Labour formed in 1921 in the province of Quebec is also organized on industrial lines. Union membership in Canada has tripled since 1936—reaching a total of slightly more than a million in 1949.

Development of Collective Bargaining

The traditional concept of labour as a commodity in a market economy persisted well into this century. Employers insisted on the right of a free and open market for labour, which implies individual bargaining. Collective bargaining thus developed very slowly. The first concern of the unions which were organized at the turn of the century was for recognition by employers and for a reduction in hours of work. The fulfilment of this latter aim in the general reduction of the working week in industry from one of 60 hours or longer to one of 40 to 48 hours is among the most notable changes brought about in the half century. The right of the worker to be represented by a union of his own choosing gradually came to be accepted by most employers and by the general public and

in 1944 was recognized by a wartime Order in Council of the Federal Government, P.C. 1003, which made it compulsory for employers to bargain with unions which represented the majority of their employees concerned. This principle and obligation have since been incorporated into the legislation of the Federal Government and of most Provincial Governments.

Mainly through the efforts of unions, the area of collective bargaining has gradually widened. In addition to wages and hours, many other aspects of general working conditions now are the subject of labour-management discussion and agreement. These include safety measures and health and sanitary conditions, job security, various share-the-work plans, grievance procedures, life insurance, sickness and accident insurance including both hospital and medical expenses and some provision for continuance of the family income, and, most recently, retirement pensions. Slightly under one-third of all the wage and salaried workers in Canada now are working under the terms of collective agreements negotiated by labour and management.

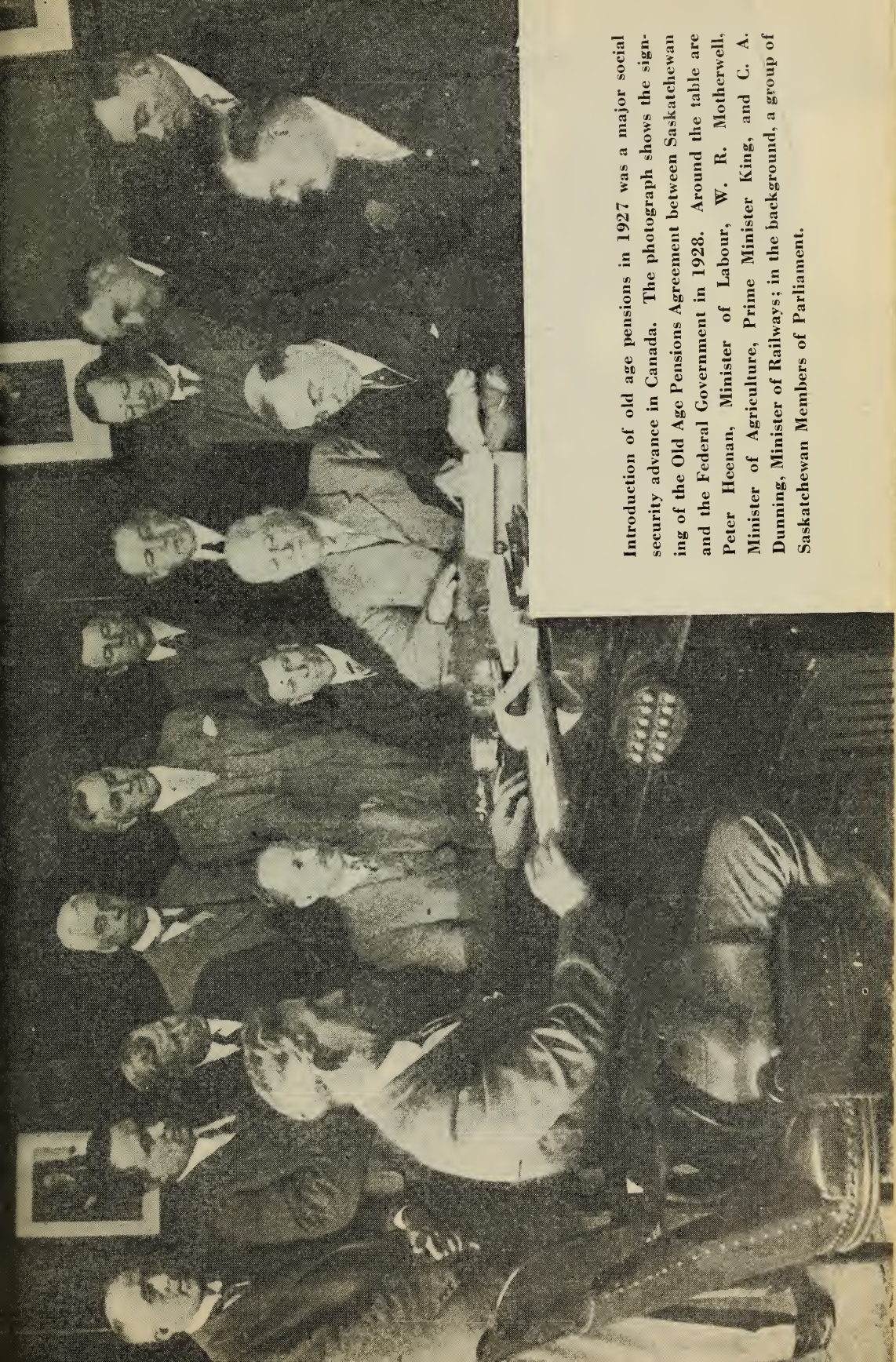
The effects on the community of the development of large corporations on the one hand and of large labour unions on the other have been partly counteracted by changing attitudes on the part of employers and unions, and by legislation which protects the interests of the general public. From a utilitarian standpoint it came to be recognized by employers that adequate wages, reasonable hours, good working conditions and elimination of causes of grievances result in increased production. As early as

the 1920's, many corporations had begun to inaugurate personnel departments and to make special efforts to improve relations with their employees. Growing out of recent wartime experiences, a further means of communication between management and labour has been provided by labour-management committees.

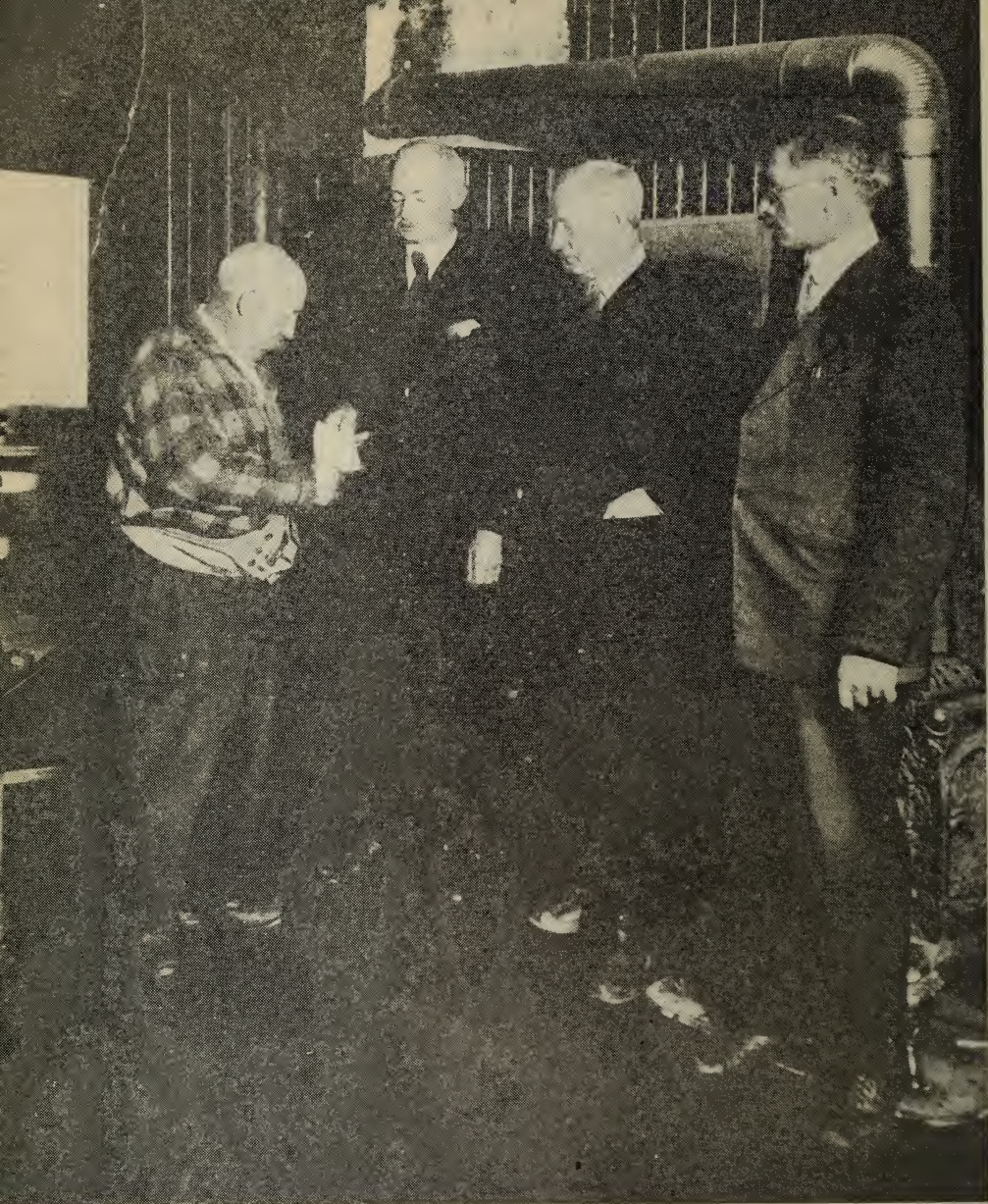
The process of negotiating collective agreements and the continuous co-operation required in carrying out their terms have done much to improve labour-management relations. The average number of days lost per wage and salary earner through strikes and lock-outs has declined since 1920. When the growing area of bargaining is considered, a substantial improvement in industrial relations is indicated. Strikes or their absence, however, are not necessarily an exact indication of the state of industrial relations.

Formed primarily as bargaining units of labour, the union has also developed into a social institution or group, to which the worker contributes in varying degree his loyalty, support and work during free time, and from which he receives an outlet for his initiative, the satisfaction of playing a part in making decisions affecting the whole group, protection against injustice and in some cases recreational facilities.

As a social institution, the unions now form not only an integral part of the community but also of the nation. The labour Congresses make known the viewpoints of their members on national affairs through the presentation of briefs to governments. In addition, representatives of unions as well as of management organizations now serve on many governmental boards and committees.



Introduction of old age pensions in 1927 was a major social security advance in Canada. The photograph shows the signing of the Old Age Pensions Agreement between Saskatchewan and the Federal Government in 1928. Around the table are Peter Heenan, Minister of Labour, W. R. Motherwell, Minister of Agriculture, Prime Minister King, and C. A. Dunning, Minister of Railways; in the background, a group of Saskatchewan Members of Parliament.



The first old-age pension paid in the Dominion of Canada, 1927, being presented to W. H. Derby, old-time pioneer of the province of British Columbia, in the office of the government agent for the Alberni district. Mr. A. W. Neill, M.P., Comox-Alberni, and Mr. R. J. Burde, M.L.A., Alberni, who sponsored the first legislation passed in the Legislature of British Columbia, are participators in the event, together with Mr. A. G. Freeze, Government Agent. Opposite: Facsimile of the first Old Age Pensions cheque.

Growth in Educational Opportunities

Since 1900, important quantitative and qualitative changes have taken place in the field of education in Canada. School attendance up to specified ages gradually became compulsory by law in the various provinces and many subsequently raised the statutory minimum age for leaving school. Such legislation was based on a growing recognition of the need for preventing children from entering the field of employment before they had been provided with a basic education.

In 1900, secondary schools had relatively few pupils. The basic content of education in these schools was primarily along classical lines, with stress placed upon mathematics and the humanities.

The demands of industry and commerce, however, have increased training requirements, and these, combined with the recognition of the economic and social advantages of a higher level of education, have swollen the ranks of those attending secondary schools and universities. Over the

half-century, in addition, increasing recognition has been given in the field of education to individual differences, and at certain stages of the educational process the student now has a choice of a variety of courses.

There has also been a trend towards an increasing technical content and reduced cultural content over broad areas in education. This trend is partly the result of Canada's rapid industrial development and partly the result of the demand for a closer relationship between education and life interpreted in terms of work. There is sensed a danger, however, that the pendulum may swing too far in the direction of limiting education to training for specific work. If this should happen, many educationists feel that the fundamental basis of education may be narrowed and weakened, instead of having as an objective the teaching of the individual how to live, to think for himself, and to seek for and to cherish truth and knowledge, as well as prepare him for earning his living.

Another important development in the growth of educational op-

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To

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[Signature]
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portunities is to be found in the field of adult education. Many agencies are making a contribution in this area, including the universities, various provincial and federal government departments, labour unions, industrial organizations, churches and other community groups.

Immigration and Assimilation of Ethnic Groups

Over the last 50 years, great additions have been made to the basic ethnic groups which formerly constituted the population of Canada. The railway building era and the development of the western and northern areas of Canada brought new settlers especially from the British Isles, Central Europe and the United States.

Many of these immediately fitted into the Canadian economy and played an important part in agriculture and other primary industrial and commercial life of Canada as well as in professional pursuits.

Naturally, perhaps inevitably, there have developed problems of assimilation. Some of these were due to the rapid development of Canadian industry, the trend towards centralization of certain types of industry in large cities and the overall movement from the land to urban centres. Other problems have been more closely associated with differences in modes and standards of living and an inclination to stay together and to preserve old customs.

Language difficulties have gradually disappeared and the tendency towards segregation would disappear more rapidly if housing facilities were adequate. On the whole, newcomers now are recog-

nized as contributors to a common welfare. Perhaps the severest test of the sincerity of native Canadians in their relations with those who have come from other lands is to be found in times of serious unemployment. At these times, there is always the danger of thinking of the recent immigrant as a competitor for employment which should be reserved for Canadians.

In contrast to the earlier movements of immigrants to Canada, the majority of those who have recently entered the country have been assisted in many ways to help them to become more quickly assimilated into Canadian life and work. Besides the assurance of jobs when they arrive, steps now are taken by the Federal Department of Citizenship and Immigration and the Department of Labour and by other interested agencies to help them overcome language difficulties quickly, to ensure that they enjoy satisfactory living and working conditions and generally to help them to become adjusted to their new environment.

Changing Attitudes Towards Employment of Women

Fifty years ago about ten per cent of all women were employed outside the home while today about twenty per cent are in paid employment. Also about twenty-five per cent of the women in paid employment today are married.

At the beginning of the twentieth century, in rural areas, the home provided most of the goods and services necessary for the family. The making of clothes and even cloth, baking, preserving and preparing foods and other neces-

sary tasks, were part of the regular household duties of women. In the cities, although more women were employed outside of the home, social custom and tradition prevented many from entering paid employment and restricted work almost entirely to domestic service, teaching and dressmaking.

Over the period, increased mechanization opened up a type of work where finger dexterity, adaptability and ability to do routine work were required rather than physical strength and many women workers were employed to do this type of work.

The trend towards urbanization, the expansion of trade and service industries and the utilization of labour-saving devices in the home, all contributed to the increase in the number of women workers.

The two wars opened the gates of employment still wider for women. During the first World War the number of single women employed increased rapidly while the same development occurred for both single and married women during the second World War.

At the turn of the century, the Trades and Labour Congress stated as one of its objectives "the abolition of female labour in all branches of industrial life, such as mines, workshops, factories, etc." This objective remained until 1914 when it was replaced by the policy of "equal pay for equal work." The number of women who were members of trade unions was small until the second World War, but by 1950 about one out of twelve working women was a member of a trade union.

In 1950, the trade, service and manufacturing industries accounted for more than eighty per cent of all women in paid employment.

In most provinces, legislation prohibits women from working in jobs considered injurious to their health. It is only recently that women have been able to study or practise law in some of the provinces.

The recognition of women as citizens followed closely upon the recognition of their contributions in the field of employment. In 1918, women were given the vote for the first time in the Dominion elections. Shortly after, the franchise was extended to women in all provinces, except in Quebec, where women did not receive the vote until 1940. Full nationality rights were accorded women in 1947 when they were given the privilege of retaining their Canadian citizenship when marrying an alien.

In 1950, there were five women who were members of the various provincial legislatures, of whom one, in the province of British Columbia, was the Speaker of the Legislature. Several women have been elected to the House of Commons. At present, there is one woman member of the House of Commons while there are two women in the Senate.

Recreation and Culture

Fifty years ago, long hours of work and short or rare vacations provided little opportunity for most people to enjoy recreational or cultural activities. Organized facilities were limited and there were few amusements of a public nature. More entertaining was done in the home; people made their own music by means of the piano and other instruments; means of travel were limited to horse-drawn carriages, bicycles, trains and steamers. Holiday trips to exhibitions, to relatives' homes

in other places, and, for some city folks, a few weeks at a convenient but primitive summer cottage covered most of the leisure travel of the period. Theatres were few; moving pictures were yet to come. Spectator sport was limited but there was much personal participation in games and other sports.

Today, a wide variety of commercial entertainment exists. The radio has largely supplanted the piano in the home. The moving picture and professional sports now have become major forms of entertainment. Many families now possess an automobile and this, along with greatly improved roads, has made travelling an important recreational pastime.

These developments have contributed to a wider and frequently more up-to-date knowledge of what is happening in Canada and elsewhere, although this knowledge is not always profound.

The developing culture of this country has been subject to varied and at times divergent influences

during the last half-century. The literature, and later the moving pictures and radio of the United States, as well as the family and trade contacts with Americans, have had a profound effect on the thinking and habits of Canadians. In addition, the two world wars brought many Canadians into direct contact with many European cultures and habits.

Generally speaking, travel, whether to a war or merely for business or pleasure, has taught Canadians toleration and given them a wide range of ideas during the last two generations. In assimilating those ideas, a culture is being developed which, using American and British stimuli, retaining some of the Puritanism of the English-speaking pioneers and much of the traditional customs and atmosphere of the French-speaking, and at the same time becoming conscious of Canada as a country instead of a series of parishes and provinces, will become more distinctive in future years.

Position at Mid-Century

Although the economic and social changes of the first half of the twentieth century have resulted in many improvements in the general welfare of Canadian workers, important problems still exist and more will arise as the economy grows.

A continuing overall objective is the further improvement of our actual standards of living. Basically, a higher standard of living depends upon the increased production of the goods and services

required by a nation. A growing volume and variety of production, however, are based to a considerable extent upon the natural resources at the disposal of a country and on the effectiveness with which these are developed.

Canada has been generously endowed with natural wealth. On occasions in the past, however, some of these resources have been exploited with little consideration given to their replacement or conservation. In recent years, it

has become increasingly apparent that intelligent conservation measures must be applied if the products of the forests, the farms and the seas are not to be exhausted to the point where they cannot be replenished for many years. As a result, conservation policies are being adopted by industry to a growing extent. In addition, provincial and federal governments are encouraging such practices by legislative programs designed specifically to stimulate the intelligent utilization of all natural resources. The next fifty years will undoubtedly see further progress in the development and application of conservation measures of all kinds.

The effective utilization of natural resources for productive purposes, however, also depends upon the willingness of the entrepreneur to direct his efforts to this end and on his ability to obtain the capital which is required. Although much can be done by governments to stimulate private investment, the extent of such investment is basically founded on the willingness of individuals and of the business community to invest in the future of the country. Many organizations in Canada today are emphasizing this fundamental need as one which is a prime requisite to the continued development of this country as a prosperous industrial nation.

A rising standard of living is also based on the efficient utilization of manpower as well as all the other resources of a country. Increasing productivity is an objective which is of direct concern to the whole nation. Businessmen strive to make the most efficient use of their respective working forces, their raw materials, their

equipment and plant in order to minimize costs and maximize profits. Most workers, too, recognize that improvements in the efficiency of labour, as well as in the use of other factors of production, mean a larger output of goods and services. They realize though that improvements in productivity arising from technological change sometimes mean less immediate employment in one industry, and they are naturally desirous that this should be more than offset by expansion in other industries. When overall improvements in productivity occur, workers are also naturally interested in sharing the benefits. The consumer also has a direct interest in higher productivity since this is one of the main requirements for lower prices.

On a broader scale, governments also are playing an increasingly important role. The development of a network of local employment service offices to facilitate the movement of workers from one job to another and to assist persons with special employment problems has already proven helpful and no doubt will be even more effective in the years to come. An additional trend will likely be the extension of industrial training programs and general educational facilities to assist workers in making the occupational shifts that a growing economy requires. Such measures help to increase the mobility and skill of the Canadian labour force.

Of special importance for Canada is the loss of employment and production arising from the seasonal nature of operations in many industries. Seasonality of employment in some industries results directly from the fundamental conditions of production or demand and thus cannot be

eliminated entirely. Nevertheless, the reduction of the costs of seasonality and of the burden it imposes on workers is so desirable an object that it well justifies the co-operation of all parties concerned—labour, management and government—in developing measures to deal with this problem.

One problem which faces most countries today is that of offsetting the periodic booms and depressions which have characterized the economies of the world for many years. The seriousness of these wide swings in economic activity was never more vividly illustrated for Canadians than during the depression of the thirties. In many of those years, about one out of every four workers in Canada was unemployed, and many others were under-employed.

The attack on this problem is many-sided. It calls for, and is receiving, a greater recognition by business generally that there are many steps which can be taken by industry itself to offset major depressions. Aggressive and alert marketing policies are proving helpful in sensing changes in market conditions as early as possible so that measures can be formulated to re-direct or intensify advertising efforts or to shift production to other products. It is becoming more generally recognized that such measures can be directed towards maintaining production and employment as well as profits. In the same manner, planned investment programs by industry which provide for a reasonably steady volume of expenditures each year on new plants and equipment is another helpful step which can and is being adopted by industry.

As the role of governments in economic affairs broadens, how-

ever, the responsibility for maintaining high and stable levels of economic activity becomes of growing concern to them. Almost all taxation policies, for instance, on every level of government influence general business conditions. In addition, monetary and credit policies are being designed by governments for the specific purpose of influencing the course of economic activity so as to avoid major depressions. In Canada, a central banking system has been established "to regulate credit and currency in the best interests of the economic life of a nation, to control and protect the external value of the national monetary unit and to mitigate by its influence fluctuations in the general level of production, trade, prices and employment". In the same manner, public construction projects are being planned so that they can be undertaken at the times when, and in the places where, their effects on the general employment situation will be most beneficial.

Social security measures are also being designed to deal with the problems of avoiding major depressions and of offsetting their effects on Canadian workers. Unemployment insurance, for instance, provides an alternative source of income for workers who become temporarily unemployed. Thus, the effects of such unemployment on purchasing power and the general level of economic activity is offset to some extent. Other social security measures, such as family allowances, also perform this function, while at the same time raising the incomes and thus the purchasing power of groups in the population whose earnings are especially low.

A broader need, however, is met by social security programs. The increasing proportion of wage and salary workers in the Canadian population who rely mainly on their earnings from large business organizations means that when these earnings are interrupted, not only by unemployment but also by old age, accident or sickness, most are left without any alternative means of supplying their needs. The disastrous effects of these types of economic hazards are being increasingly combatted by social security measures.

Another trend that is noticeable today is the growth of a spirit of co-operation on the part of all groups directly engaged in the production of goods and services. Such a state of affairs is usually referred to as "industrial democracy". It is primarily based on a willingness on the part of both labour and management to discuss their differences over a conference table and to keep in mind their general responsibility to the community at large.

The voice of labour in industry is given practical expression through collective bargaining procedures. The increasing acceptance of collective agreements by industry is an indication of greater industrial democracy. Such bargaining procedures, however, can still be extended to a large portion of industry.

A final mid-century problem, and an important one for Canada, is the development of greater international co-operation. It is widely recognized today that no nation "is an island entire unto itself". In many ways, economic and social progress depend upon international co-operation. This is particularly true of a country

such as Canada where about one out of every three workers is producing for markets in other countries of the world.

As an active participant in the United Nations Organization, Canada is taking an increasing interest in world affairs. In respect to economic and social matters, she has a special interest in article 55 (a) of the United Nations Charter, which provides that "with a view to the creation of conditions of stability and well-being, which are necessary for peaceful and friendly relations among nations, the United Nations shall promote higher standards of living, full employment and the conditions of economic and social progress". Overall responsibility for formulating and co-ordinating measures for the maintenance of full employment rests with the United Nations and the action program undertaken by the specialized agencies such as the International Labour Organization and the International Trade Organization. Canada has a particular interest in the Economic and Social Council to which has been delegated the problems of full employment and economic development.

As a member of the International Labour Organization since its inception in 1919, Canada has actively supported the work of the organization in promoting social justice in all countries of the world by improving industrial conditions through legislative action and international agreements. With other member states, this country recognized in the Declaration of Philadelphia (1944) "the solemn obligation of the International Labour Organization to further among the nations of the world programs which will

achieve full employment and the raising of standards of living”.

High levels of foreign trade and improvement of world trading relations remain as primary objectives of Canadians. To this end, through the International Trade Organization, Canada has striven to bring about a general

removal of trade barriers and to expand the flow of international commerce.

Through these activities, Canada has demonstrated its willingness to accept international responsibility and to play an important part in furthering international co-operation and lasting peace.

Vocational Training During the Half Century

Federal interest in vocational education was first shown by the appointment of a Royal Commission on Technical Education under the Chairmanship of Dr. James W. Robertson in 1910. Action on Dr. Robertson's voluminous report was delayed by the first World War, but the need for facilities to train discharged war veterans for civilian life, together with agitation by organized labour and the Canadian Manufacturers' Association in 1918, led to the introduction of legislation in the House of Commons in June, 1919. This legislation provided for a federal appropriation of \$10,000,000 to be paid to the provinces in proportion to population over a period of ten years to assist them in providing technical education.

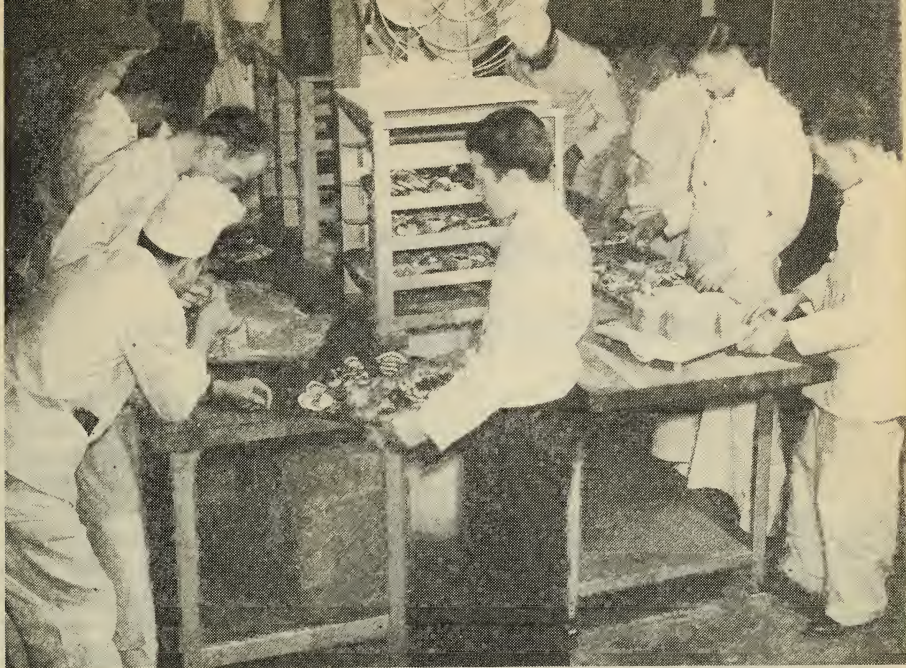
The development of provincial systems of technical education with federal grants in aid was relatively slow prior to the 1930 depression years, when the need for vocational guidance for unemployed youth became urgent. The Unemployment and Agricultural Assistance Act, 1937, provided the means by which the Dominion Government could co-operate with provincial governments in dealing with the establishment of unemployed youth.

Following the outbreak of war in 1939, this developed into war emergency training. In 1942, Hon. Humphrey Mitchell, Minister of Labour, introduced in the House of Commons the measure under which vocational training is now carried out, namely the Vocational Training Co-ordination Act.

During the war years almost half a million people were given war emergency training, while about 150,000 subsequently received rehabilitation training.

The peacetime Dominion-Provincial program provides for a broad field of training—youth training, apprentice training, supervisory training for industrial foremen, retraining of unemployed to fit them for gainful employment, and vocational correspondence courses. The Dominion also provides financial assistance to the provinces for vocational training at the secondary school level.

In the fiscal year 1948, when rehabilitation training was still an important factor in the training program, Parliament appropriated over \$14,000,000 for the various types of training; for 1949 the total was \$7,300,000.



The photographs on this page were taken at the St. Paul L'Ermite Hotel Trades Vocational Training Centre, which was operated by the Labour Department during the rehabilitation period, and later converted into a hostel for displaced persons' family groups and women. Above—a cooking class is finishing French pastry. Below—training in the operation of a hotel desk.

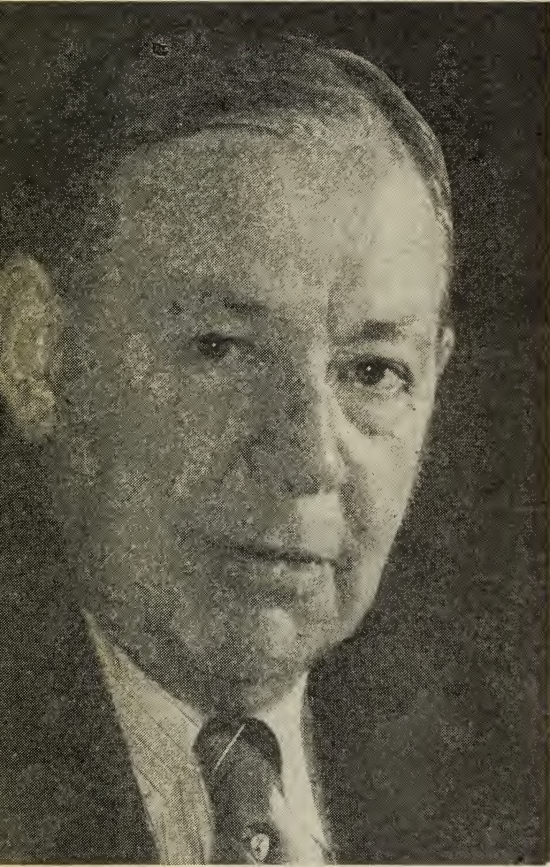


GREETINGS FROM

Percy R. Bengough, C.B.E.

President

Trades and Labour Congress of Canada



I am very pleased to have this opportunity to extend to the LABOUR GAZETTE on its Fiftieth Anniversary congratulations and good wishes on behalf of the officers and members of the International, National, Provincial and directly chartered organizations affiliated with the Trades and Labour Congress of Canada.

As to be expected we have had our points of difference during the past fifty years. However, taking the batting average throughout these past years, one can quite safely say that the relationships between the Department of Labour and The Trades and Labour Congress of Canada have been generally harmonious and friendly. It is natural that The Trades and Labour Congress of Canada should have a very keen interest in the Dominion Department of Labour and its official magazine, the LABOUR GAZETTE. This Congress asked for the establishment of a Department of Labour in 1873.

Twenty-seven years later, in 1900, the Department of Labour was established. Many good laws resulted. The Industrial Relations and Disputes Investigation Act, Unemployment Insurance Act, National Employment Service were all worth while. Most of them of course sadly need being brought up to date

(Continued on page 1410)

LABOUR LEADERS

Aaron R. Mosher, C.B.E.

President

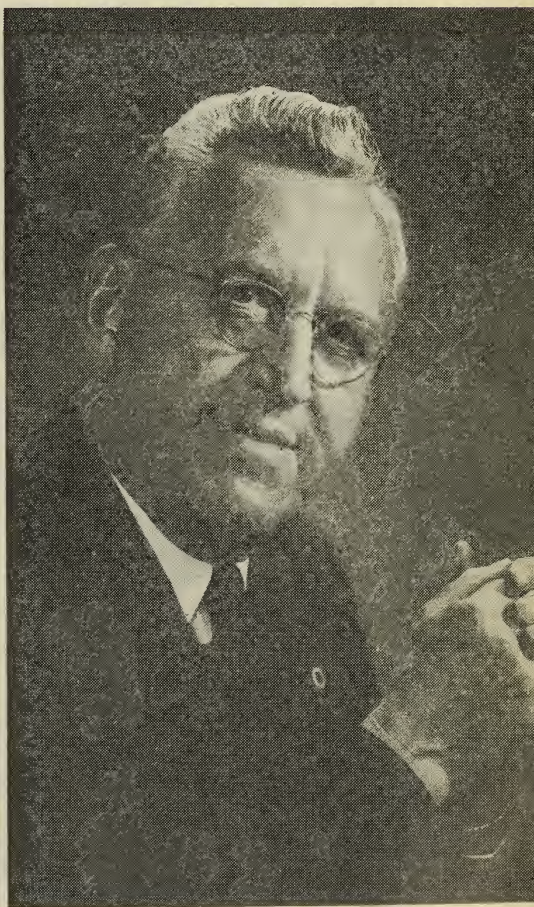
Canadian Congress of Labour

It gives me great pleasure, both personally and on behalf of the Canadian Congress of Labour, to extend greetings to the LABOUR GAZETTE on its Fiftieth Anniversary. The story of the Labour movement during the past half-century has been faithfully reflected in the pages of the LABOUR GAZETTE, which has objectively reported its progress and development, as well as that of the Department of Labour itself.

The Department has expanded to a far greater extent than anyone could have anticipated when the LABOUR GAZETTE was first published, and in this respect has kept pace with the growth of the Dominion.

The LABOUR GAZETTE is an invaluable source of statistics, as well as the official record of Boards of Conciliation, Labour Relations Boards, and departmental activities generally. Only rarely is it possible to find a government publication which may be read with pleasure as well as interest, but I feel that the LABOUR GAZETTE sets a fine example in its recognition of the fact that real human beings are involved in the material which fills its pages.

I hope that it will long continue to serve the workers and the people of Canada as an official journal of a very high order, and I extend warmest congratulations to all who have been associated with it through the years.



GREETINGS FROM

James B. Ward, C.B.E.

Secretary Dominion Joint Legislative Committee

Railway Transportation Brotherhoods



On this the fiftieth anniversary of the publication of the **LABOUR GAZETTE** the citizens of Canada, particularly the wage-earners, should have no hesitation in extending congratulations to the officers and employees of that branch of the Department of Labour responsible for its compilation.

This periodical has greatly expanded during the years until today it contains an abundance of data affecting the citizens in general and has become a "must" in the libraries of those who represent management and labour.

Over the years the Department of Labour has been particularly fortunate in that its personnel has consisted largely of those imbued with a substantial measure of human understanding so essential to the establishment and retention of the confidence of both employer and employee, as well as the general public.

The decisions of the Umpire under the Unemployment Insurance Act; the decisions of various Boards of Conciliation and of the Canada Labour Relations Board under the Industrial Relations and Disputes Investigation Act; the content of numerous collective agreements and wage schedules; new or amending legislation in the various provinces; labour and cost-of-living statistics, and many other important matters all make the **LABOUR GAZETTE** a periodical of inestimable value to industry and to the workers of Canada.

LABOUR LEADERS

Gérard Picard, O.B.E.

General President

Canadian and Catholic Confederation of Labour

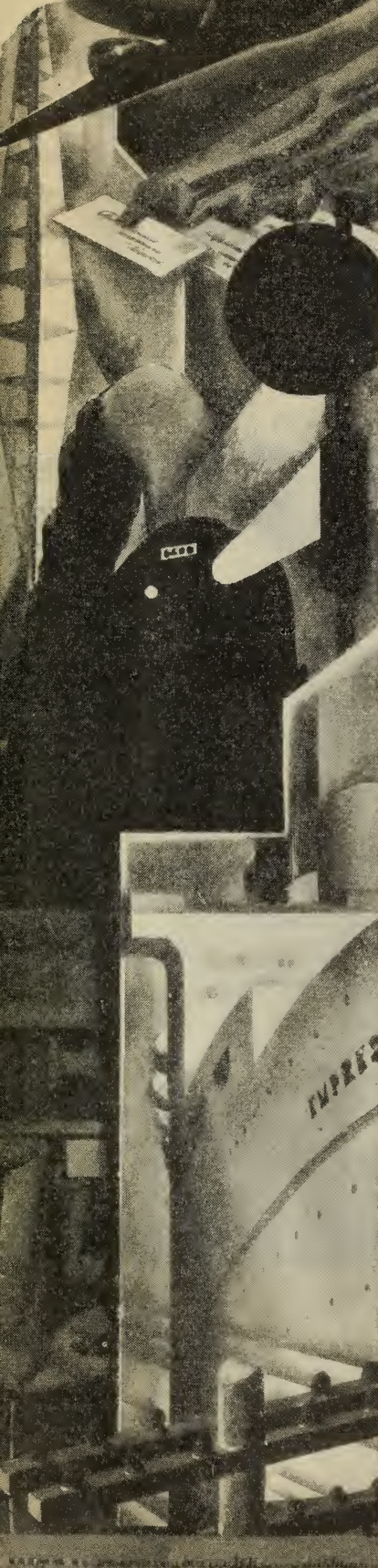
For the past fifty years the LABOUR GAZETTE, by publishing facts and statistics drawn from the best of sources, has been providing Canadian workers with first-class information.

The Federal Department of Labour, under whose authority the LABOUR GAZETTE is published, has thus been of immense service to all Canadians who are members of trade unions.

The issues of the LABOUR GAZETTE have gradually improved, and today the French edition and the English edition, published simultaneously, are both attractive and very well documented.

On the occasion of the fiftieth anniversary of publication of the LABOUR GAZETTE, I am making a point, as General President of the C.C.C.L., of expressing my personal appreciation and the appreciation of the C.C.C.L. for the pre-eminent part played by this review of the Department of Labour of Canada. May I also take this opportunity to congratulate the present Chief Editor, Mr. H. J. Walker, and the English and French Editors, Mr. Mainwaring and Mr. St. Arnaud, on the notable progress made by the LABOUR GAZETTE under their guidance.





THE GROWTH OF LABOUR ORGANIZATION IN CANADA, 1900 - 1950

by J. T. Montague,

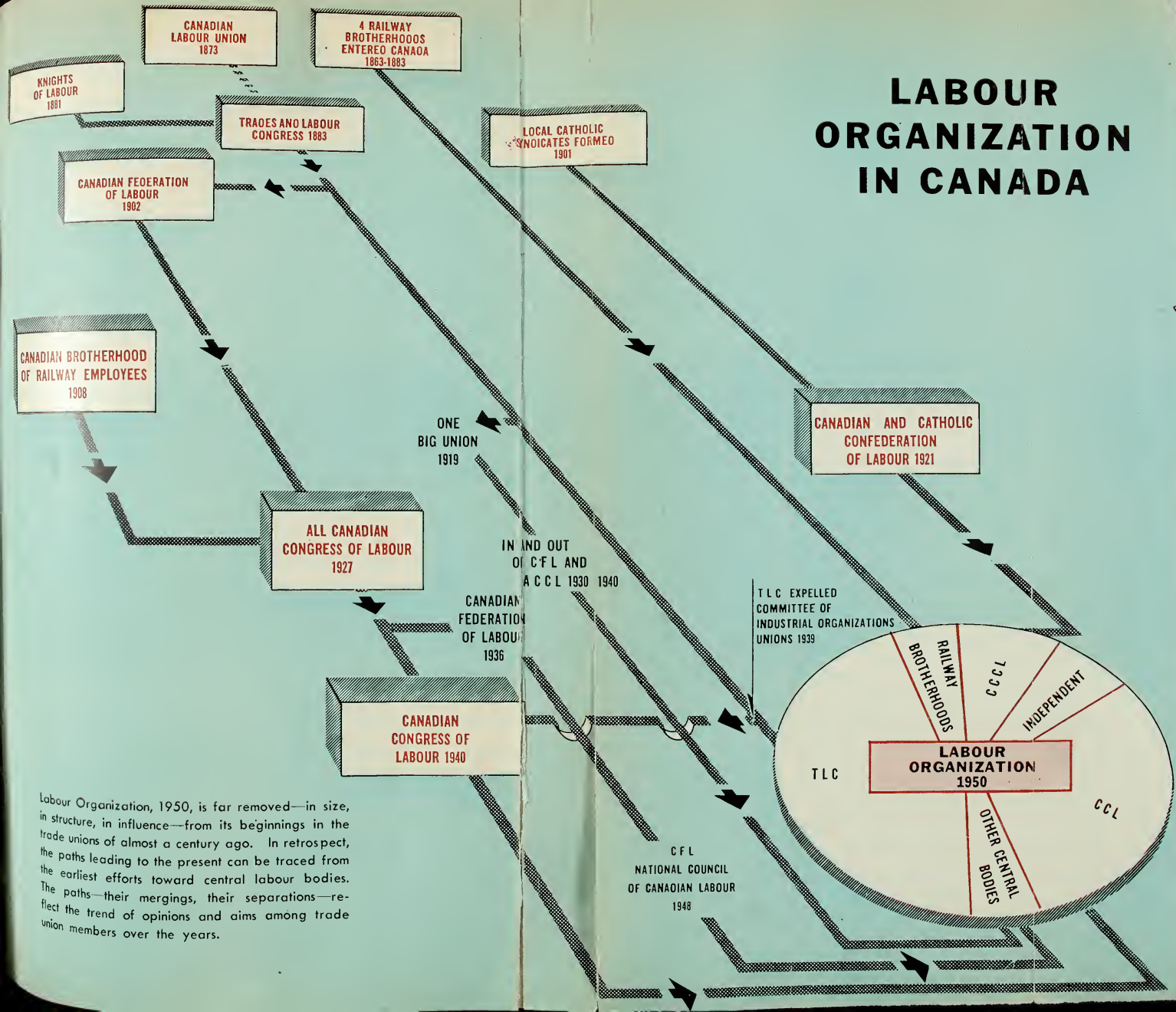
*Economics and Research Branch,
Department of Labour **

More than a million Canadian workers today are members of labour organizations.

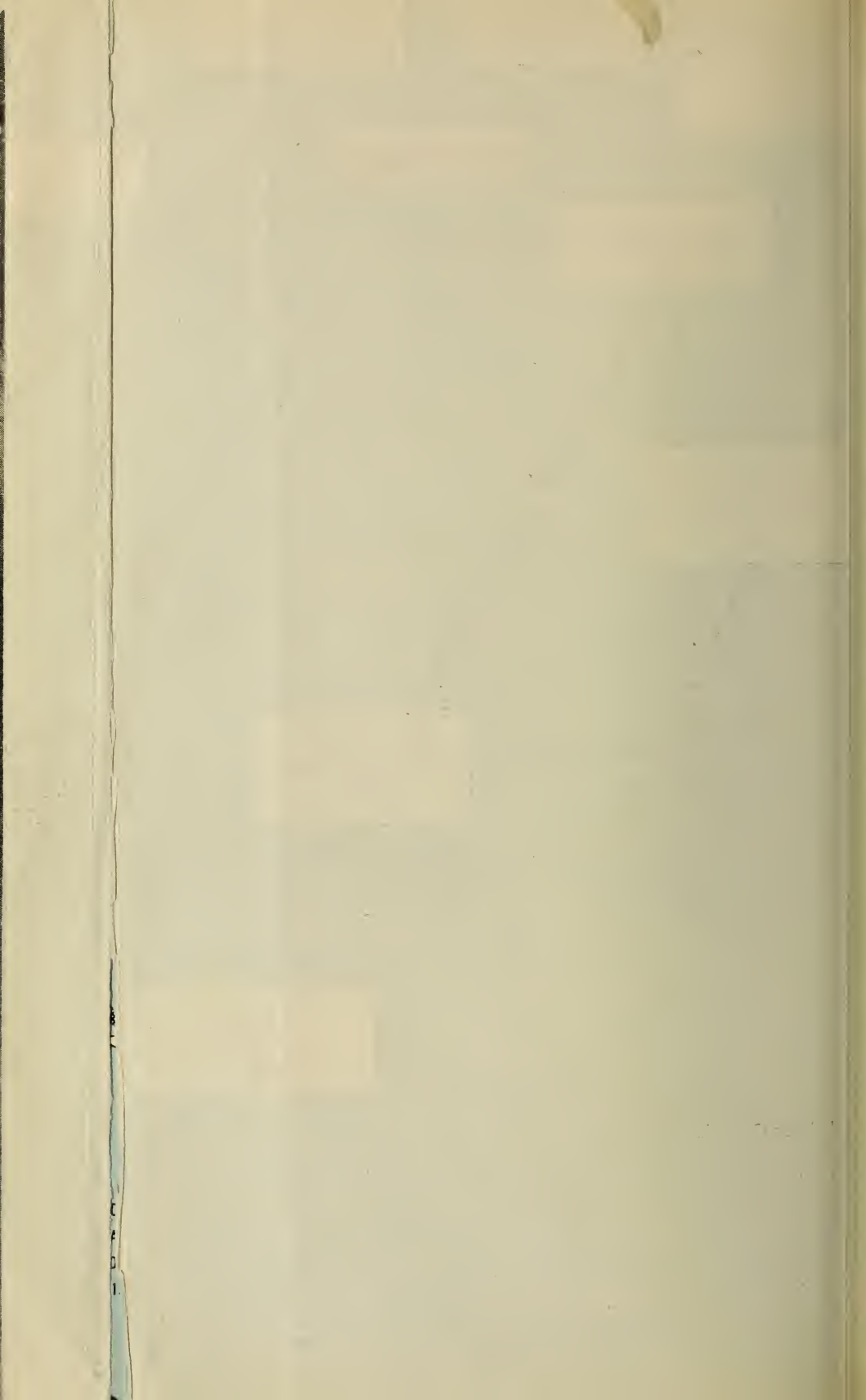
The rise of trade unions to their present strength and influence in the Canadian economy is the subject of this article.

* Other members of the Economics and Research Branch, especially those in the Collective Bargaining Analysis Section, assisted in the preparation of this article.

LABOUR ORGANIZATION IN CANADA



Labour Organization, 1950, is far removed—in size, in structure, in influence—from its beginnings in the trade unions of almost a century ago. In retrospect, the paths leading to the present can be traced from the earliest efforts toward central labour bodies. The paths—their mergings, their separations—reflect the trend of opinions and aims among trade union members over the years.



The half century which has passed since the setting up of the Federal Department of Labour has been marked by a significant growth in the participation of Canadian workers in labour organizations. In 1900, union membership was relatively small, but already a basis, from which future unionization was to grow, had been laid. The unions of the time drew their membership almost entirely from skilled craftsmen and coal miners. Today, the structure of labour organization is more complex due both to internal and external factors. On the one side the basis of union organization has broadened to include all classes of workers and the membership has grown both in absolute numbers and in terms of its proportion in the labour force. On the other side there have been important changes in the organization of industry and in the nature of the work performed.

Consequently, it is fitting at this mid-century mark to trace, in broad terms at least, the historical pattern of events which gave rise to the present structure of labour unions. This can be done perhaps best by setting forth first of all the essential characteristics of labour organization, both as it was around the turn of the century, and as it is now. Against this background the significance of intervening events will be more readily seen.

Labour Organization Before 1900

When the Federal Department of Labour was established organizations of workers had already been active in Canada for at least seventy-five years. Earliest efforts towards union activity in Canada were undoubtedly attributable in large measure to emigrant craftsmen from Great Britain. The newness of the country, the prevalence of domestic activity in many areas of industry, and the scattered nature of the population, all reduced the effectiveness of the efforts of the craftsmen. But small local groupings of workers, so-called Labour-circles, were in existence in Lower Canada before 1830.

The lead toward a more permanent trade union movement in

Canada, just as in France, Italy, Germany and the United States, was to come from printers. As early as 1827, a group of printers in Quebec City took part in the regulation of wages, cared for its sick and provided certain entertainment.¹ In Toronto, then York, a similar organization dates from 1834. Coopers, stonemasons and shoemakers were not far behind in beginning their activities. Until the middle of the nineteenth century, however, the groupings of labourers were purely local in membership and outlook. But as the number of these groups increased it became clear that a more permanent and informed leadership was needed than could

¹ See Coats, R. H., "The Labour Movement in Canada", *Canada and its Provinces*, Volume 9.

be provided from within their own ranks. Much of the required aid was forthcoming from unions in the United States.

Led by unions, primarily of United States origin, and by skilled workers with union experience, primarily from Great Britain, groups of workers in various industries organized local unions after 1850. Among these were the moulders, the shoemakers, the sailmakers, the shipwrights and the caulkers. The first of these groups to affiliate formally with a union in the United States was the moulders, which joined the Iron Moulders Union of America, in 1859. A more significant affiliation of the time, however, appears to have been that of Canadian printers with the National Typographical Union, or the International Typographical Union as it was re-named later. The first printers to affiliate with this union were in St. John; they became a local of the I.T.U. in 1865. A Toronto local was chartered in 1869, and other locals were founded in various localities, including Ottawa, shortly afterwards. At a later date activities of these I.T.U. locals, particularly in Toronto and Ottawa, gave the original impetus to an overall labour movement in this country.

Two other ways in which the labour movement in the United States influenced its Canadian counterpart were evident at this time. First, around 1860 the four railway brotherhoods², already well established in the United States, began to take Canadians into their membership. Second, the Knights of St. Crispin spread to this country. This group was

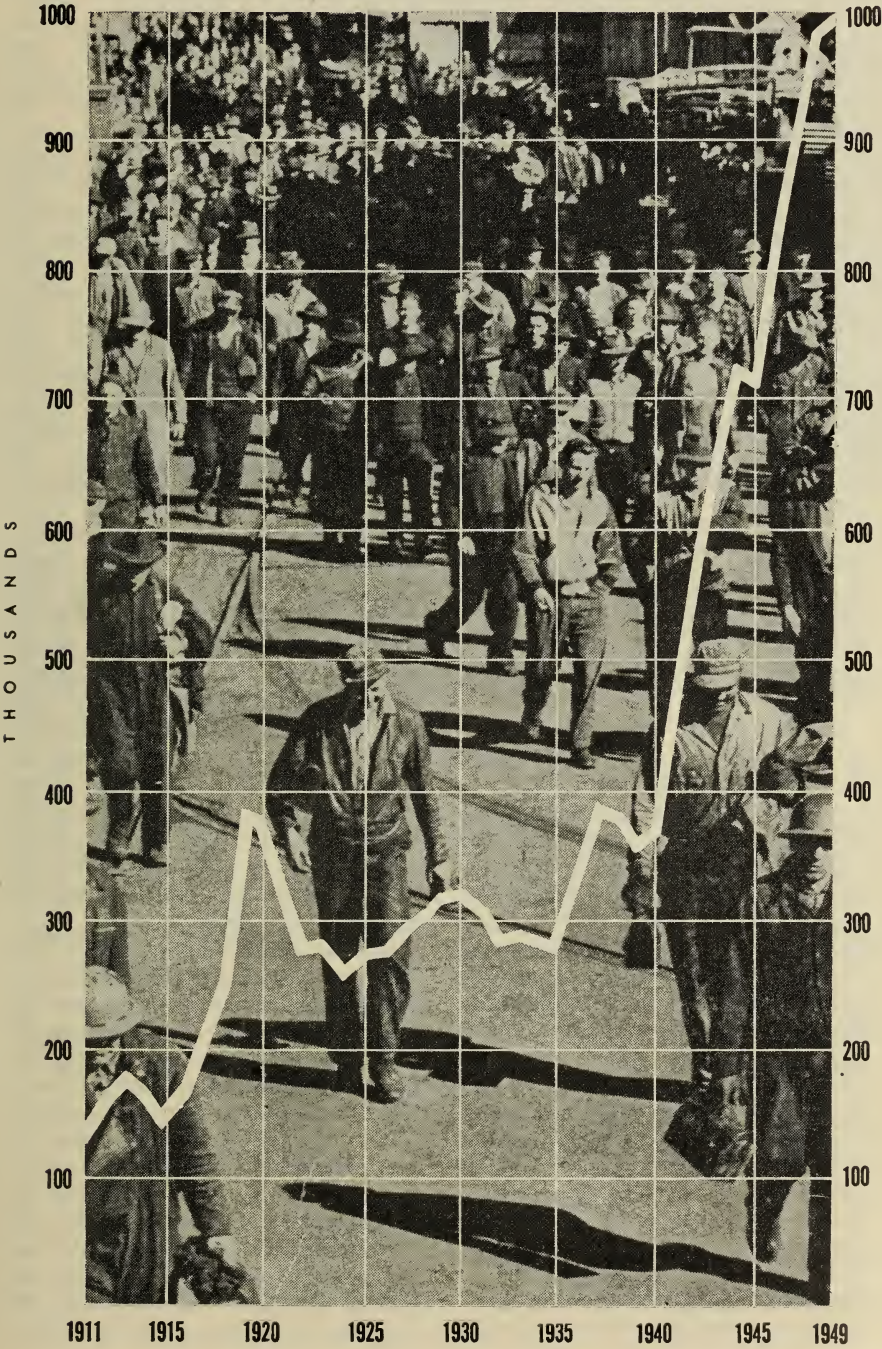
made up of shoemakers and had as its objective limiting the use of machines in the manufacture of shoes. Its membership grew rapidly and locals were active throughout Eastern Canada during the early 1870's.

Although the Canadian unions of this time borrowed their organization in large measure from the United States, Canadian labour law was originally based on that in the United Kingdom. Canadian law, however, did not keep exact pace with changes in British law. Whereas the English Parliament passed an act in 1871 exempting trade unions from the law respecting restraint of trade, no such revision was made immediately in Canada. The importance of this omission became evident in 1872, when, in July of that year, the printers of Toronto struck in favour of a nine-hour day. Soon after the strike began a group of the union leaders were jailed on a charge of criminal conspiracy. Agitation for changes in the legislation of the country followed and, before the printers could be tried, laws, almost identical with the British counterpart, were passed—the Trade Unions Act and the Criminal Law Amendment Act of 1872. Jointly they freed trade unions from liability under the common law on conspiracy in restraint of trade.

Removal of legislative barriers to the organization and activities of trade unions, together with the short period of unprecedented prosperity in Canadian industry at about the same time, provided a stimulus for a further expansion and consolidation of unions. Encouraged by these circumstances, the first attempts were made by the unions to set up an overall trade union body in

² Engineers, firemen, conductors and trainmen.

Growth of Trade Union Membership in Canada, 1911-49



Canada. This took the form of the *Canadian Labour Union* which conducted annual conventions for the trade union movement of Canada during the four years 1873 through to 1877.

The Canadian Labour Union proved to be only a gesture toward centralization of the labour movement. Born of the optimism arising out of a period of prosperity, it disintegrated during the stringencies of the subsequent period of depression. Even as the congress was formed the prosperous conditions of the time gave way to uncertainty and depression. Union members were indefinite in their activities and, even though there were at least seventy unions in the Province of Ontario alone, there was little common action after 1877. Nevertheless, the organization, during its short life, was able to influence labour legislation for the time and brought together representatives of unions, primarily from Ontario.

Trade unions were not sufficiently vigorous to establish a central body again until 1883. In the intervening period, unions had not been overly active, although organizational efforts by international unions in Canada had become more effective and the Knights of Labour had entered the country for the first time. The latter group which originated in the United States was made up of local assemblies which took in workers from most industries and crafts. In 1883, twenty-one unions gathered together to form a labour congress. They met again in 1886 and since that time the *Trades and Labour Congress of Canada* has been in continuous existence.

The lead in establishing the overall organization on this occasion, as in the case of the earlier

Canadian Labour Union, appears to have come from the Toronto Trades Assembly. This move also had the strong support of the locals of the International Typographical Union in Toronto and in Ottawa.

The fortunes of the Trades and Labour Congress through the remaining years of the nineteenth century varied with the level of economic conditions in the country. The period of the 1890's was particularly trying for the young Congress, the lowest ebb in organization being reached in 1895. At the turn of the century, however, the Congress had been firmly established primarily by craft unions and by assemblies of the Knights of Labour.

Two other organizations were present in Canada before 1900. These affected miners on the East and on the West coasts. In Nova Scotia, the Provincial Workmen's Association had as its members a majority of the coal miners; and in British Columbia, District number six of the Western Federation of Miners organized metal miners. This latter group, a section of a radical union of the same name in the United States, did not obtain a large membership prior to 1900.

The Provincial Workmen's Association, originally formed as a result of a strike at Springhill, Nova Scotia, in the spring of 1879, included a large number of Nova Scotian coal miners. For a time the Association was able to influence the passage of labour legislation in the Province, which improved materially working conditions in the mines. At the turn of the century, however, the P.W.A. was rapidly losing ground owing to the activities of the Knights of Labour. The Associa-



An important record of early days in the trade union movement in Canada was made available to the public in 1947 when Mr. John W. Buckley, Secretary-Treasurer of the Trades and Labour Congress of Canada, presented to the Labour Department Library a bound copy of the minutes of the first meetings of the Toronto District Trades and Labour Council, 1871 to 1877. Shown above are Mr. Arthur E. Hemming, Executive Secretary of the TLC; Hon. Humphrey Mitchell, accepting the presentation; Mr. Buckley; and Mr. Percy R. Bengough, Congress President.

tion was to regain prominence after 1900 on the basis of a wider membership than could be obtained among the coal miners.

Labour Organization, 1900

By 1900, therefore, a foundation of trade unionism in Canada had been laid. Precise data as to the extent of unionism at the time are not now available, but its broad characteristics are clear. Firstly, at least fifteen thousand trade union members were active in Canada. Over eight thousand of these belonged to unions affiliated with the single central labour body of the time, the Trades and Labour Congress. The remainder were members of the Provincial

Workmen's Association, the Western Federation of Miners, or independent unions, the latter including the four independent railroad brotherhoods.

The majority of union members were craft workers in the Province of Ontario. Over half the known locals of the time were located in Ontario as was a large proportion of the membership. Thus in total, at 1900, only a small proportion of the labour force, mostly skilled workers in central Canada, was involved in labour unions.

Labour Organization, 1950

The characteristics of the group of almost a million workers who

are now organized in Canada are shown in the results of the annual survey of trade union membership³. When compared with the available information on the entire labour force, these data reveal the distribution of organized labour. Such comparisons are available on the basis of size, and of both geographical and industrial areas.

Almost one-third of non-agricultural wage-earners are union members. The existing membership is scattered unevenly through the various geographical divisions of the country. Viewed provincially, the distribution of union members, as would be expected, favours the more highly industrialized provinces, more than half the number (55 per cent) being found in the provinces of Ontario and Quebec. Only one in every ten Canadian trade unionists is located in the less industrialized maritime provinces. The remainder of the membership is divided almost evenly among the three prairie provinces and British Columbia.

Nevertheless, approximately the same proportion of the labour force is organized in each of the provinces excepting British Columbia. In the latter province, slightly less than forty per cent of the non-agricultural paid labour force is organized, as compared with less than thirty per cent in the other provinces.

Within the provinces, the great majority of union members are to be found in urban communities

having populations of 30,000 or more. Each of these communities contains 2,000 or more union members; together, they account for three-quarters of the membership in Canada. Moreover, as may be expected, the greatest concentration of membership is to be found in the metropolitan centres of the country. The Toronto and Montreal areas together contain 20 per cent of the union members and nine other main industrial centres include a further 20 per cent.

On the basis of industrial classifications, the most highly organized appears to be the transportation industries where close to two-thirds of the workers are involved. In each of the remaining industrial groups, with the exception of services and trade, it is estimated that approximately one-third of the labour force is unionized. Less than one-sixth of the workers in the service group belong to unions.

So far as can be determined less than ten per cent of the union members in Canada today belong to unions which are not affiliated to one of the central labour congresses, of which there are now several as compared with the single congress existing in 1900. The great majority, approximately 85 per cent, are associated with the two largest congresses—the Trades and Labour Congress of Canada, which comprises most of the craft unions, and the Canadian Congress of Labour which comprises industrial unions. Another ten per cent are members of unions affiliated with the Canadian and Catholic Confederation of Labour. The numerical strength of each of the central

³ See the annual issues of *Labour Organization in Canada*, Department of Labour, Ottawa.

labour bodies and of the independent unions for 1949 is listed below.

Trades and Labour Congress of Canada, 459,068.

American Federation of Labour, 13,996.

Canadian Congress of Labour, 301,729.

Congress of Industrial Organizations, 27,475.

Canadian and Catholic Confederation of Labour, 80,089.

International Railway Brotherhoods (independent), 41,363.

Canadian Federation of Labour, 3,872.

National Council of Canadian Labour, 3,451.

Unaffiliated National and International Unions, 57,923.

Unaffiliated Local Unions, 16,673.

Whereas unions at the turn of the century had only limited experience in the structure and functions of central labour bodies and delegate organizations generally, the unions of today maintain a complex system of delegate bodies. Subordinate delegate bodies have been formed within the central congresses themselves to advance the cause of member unions at the local and provincial levels. Various named and formed, these organizations concentrate on legislative and community activities. Intra-union bodies of delegates from locals in the same geographical locality are common as are inter-union bodies of unions in related trades. The activities of these latter groups are more intimately connected with the economic activities of the unions.

The Development of the Canadian Labour Congresses Since 1900

Many forces have moulded the present pattern of labour union organization in Canada. Aside from the leadership provided within the unions themselves, one of the dominant influences has been the changes in the nature and character of the labour force⁴. Besides this the changing character of industrial production, including technological advances and large-scale operations, has raised new problems for both unions and management. The special problems posed during the war years and

by the depression of the thirties have also had their influence on the nature of labour organization. Changes in the attitudes of management towards employment problems, including the establishment of personnel and industrial relations departments, and towards the role of labour-production committees have played their part.

The effects of developments in social thinking and in labour legislation both in Canada and elsewhere are hard to measure but these too have all been part of the total environment in which the present labour union organization has evolved.

⁴ See "The Canadian Labour Force", *Labour Gazette*, January, 1950. pp. 19-28.

The actual changes which have occurred during the past fifty years in labour union organization in Canada can be discussed conveniently in relation to the growth of each of the three labour congresses, namely: the Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Canadian and Catholic Confederation of Labour.

The Trades and Labour Congress of Canada

The Trades and Labour Congress is the only continuing central organization among Canadian trade unions dating back to 1900. Its success during the half century, as measured by membership figures, has varied. The conditions of the economy have at times been unfavourable to unions; on three occasions large membership groups have been lost to the Congress through decisions respecting union jurisdiction; and the experience of the twenties presented particular difficulties for the unions in the Congress.

In 1900, there were two major groups within the TLC—the locals of international craft unions and the assemblies of the Knights of Labour. Locals of both these types of organizations were more strongly organized than their earlier counterparts, more continuity of leadership being provided for them than at any time during the nineteenth century. The TLC was proving to be of importance in this respect, especially in obtaining legislative action. The activity of organizers from the headquarters in the United States of the International unions, and of the American Federation of Labour, was a major factor in organizational work. This duality

of leadership, in itself, gave rise to the first of the major divisions in the Canadian labour movement.

The Knights of Labour and the national unions which had been established were competing for membership with the international unions in some areas. Consequently, after much debate, the Knights and other unions competing with the AFL unions were expelled from the Congress by the 1902 convention,⁵ and the TLC became a central organization principally of the international craft unions in Canada⁶. Since that time these have been the largest section in the Congress, comprising usually about 85 per cent of the membership.

It should be interjected at this point that national unions have formed the second and smaller continuing group within the Congress. The size of national unions of the TLC has fluctuated between 13,000 in 1913 and more than 50,000 in 1948. The unions in the group have also varied, but mostly it has been made up of unions of purely national character such as letter carriers and maritime organizations. The third group in the TLC, now numbering about 30,000, has been the federal unions and the directly chartered locals. These small unions have no affiliation with any of the larger unions. They have been organized in fields where other organization is lacking or where mixed craft groups have been encountered.

⁵ The 1902 division of the TLC gave rise to a second national labour body in Canada, the National Trades and Labour Congress, (See below).

⁶ The experience of the TLC at this time was in accord with experience in the United States. The American Federation of Labour, established in 1881, was functioning as the central body for the craft unions in the United States and, after it had turned the Knights of Labour from its organization, was insisting on no dual unionism within its ranks.

To return to the historical development, during the early years of the century the energies of the Congress were devoted chiefly to securing legislative reform. Provincial federations or executives were set up to aid in this respect. The Congress also advocated changes in federal legislation respecting, among other things, industrial disputes and fair wages on government contract work.

A second break within the ranks of organized labour in Canada came in 1919 and gave rise to the *One Big Union*. Two issues were at the basis of this division. First, the dissenting group objected to the emphasis on craft organization within the Congress to the virtual exclusion of industrial organization. Second, the members advocated a greater emphasis on direct industrial action in preference to legislative presentations. The membership of the *One Big Union* included metal miners in British Columbia, coal miners in Alberta and many industrial workers in Ontario.

In spite of the loss of membership to the *One Big Union*, the membership of the TLC reached a peak in 1921 which it was not to reach again until 1943. The advance in membership, however, came within the organization already established rather than through the establishment of any new unions of major importance. The decreases which followed through the 1920's took place within the same framework.

Through the 1920's the membership of unions affiliated with the Congress fell off each year without exception until 1929. This is the one period in the history of Canadian unions when the membership did not rise with the

prosperity of the country. In fact, it was not until the depression period of the thirties that the membership of the TLC, and of the union movement as a whole, again began to pick up to any marked extent.

Increases in the membership of the TLC unions after 1935 reflected a broadening of the basis of union membership. Not only did the craft unions take in a greater variety of the workers in the craft covered, but new groups of industrial workers became members of unions for the first time. Workers in the automotive and steel industries were prominent in the latter group⁷.

At this time unions for workers in the railway shop trades, the building trades, the printing trades, and certain of the machine trades formed the major portion of the Congress. As time passed, however, new groups of workers have been added as they were formed within the labour force. Others were dropped as their groups became less well defined. Moreover, it may be said that craft unions, now extend beyond strictly craft lines to include many workers associated with the craft, but who are in semi-skilled or unskilled jobs.

The manner in which industrial workers were to be accommodated in older craft unions first became a matter for dispute in the American Federation of Labour. After a series of disputes, a Com-

⁷ The unions within the TLC were not alone in attempting to organize industrial workers during the 1930's. An abortive attempt in this direction was made by a Communist-led organization known as the *Workers Unity League*. Under the leadership provided by this group several "industrial unions" gained membership in industries such as furniture, meat packing and textiles. The life of these organizations, however, was brief.

mittee for Industrial Organization was formed within the AFL to organize workers in mass production industries. It included the six leading industrial unions of the AFL—the United Mine Workers of America, the International Ladies Garment Workers, the Oil Field, Gas Well and Refinery Workers and the United Textile Workers. Officers of the United Hatters, Cap and Millinery Workers and the International Typographical Union were also active in the Committee although their unions did not join. In 1936, a year after this Committee was formed, its unions were suspended from the AFL on the grounds that they were fostering dual unions. Thereupon a new central organization was set up by the unions affected. At this time it was composed of unions in such industries as flat glass, automobile, rubber and steel.

In Canada, the TLC attempted to avoid a division in its ranks such as had taken place in the AFL and did this successfully until 1938. In that year the CIO unions, now definitely expelled from the AFL, formed the Congress of Industrial Organizations, and the executive of the TLC felt it could no longer ignore the dual character of the unionism advocated by those unions. Consequently, they were expelled from the TLC. For the TLC expulsion of the CIO unions meant a loss of over 20,000 members, but it also meant a return to a more strict division of jurisdiction among member unions.

In the years that have followed this third split in the ranks of the TLC, the organization has increased greatly in membership. The organizational structure had been established in time to gain from the increase in employment during the war and post-war

periods when many workers became members of affiliated unions. The established unions took into their membership a large portion of the workers added to sections of the labour force in which the unions were active. Major membership increases were recorded in unions having within their jurisdiction such groups as railway employees, machinists, carpenters and plumbers. Together the unions in the TLC more than doubled their membership in the period 1939-1946. Today, the membership is close to three times the pre-war level.

The Canadian Congress of Labour

The Canadian Congress of Labour is the second largest of the labour congresses in Canada. It dates from 1940 when the CIO unions, then recently expelled from the TLC, joined with the *All-Canadian Congress of Labour* to form a single congress. Although the history of the CCL is short, and the CIO unions in it are relatively new, the history of the section stemming from the ACCL actually dates back to 1902.

The origins of the ACCL can be traced to an early break in the TLC. Expulsion in 1902 of the Knights of Labour, and of other unions considered to be in competition with international unions, left the expelled unions without a central body, and to fill this need the *National Trades and Labour Congress* was formed. In 1908, its name was changed to the *Canadian Federation of Labour*.

For twenty-five years the CFL existed as such within the Canadian labour movement. Its principal aim, as stated, was to advance

the cause of national as opposed to international unionism. The assemblies of the Knights of Labour were dissolved early in the life of the organization, and thereafter the membership appears to have been mainly in the provinces of Quebec and Nova Scotia.

The Nova Scotian membership consisted of the Provincial Workmen's Association which was affiliated in 1910. This body, however, became dissatisfied with the affiliation and eventually became identified with the United Mine Workers of America. In the meantime, the Federation secured a following in Ontario, principally among the printers and bookbinders, but about the same time the Quebec membership was almost entirely lost to the organization.

After 1919 the CFL experienced a short period of expansion. The affiliation of workers from the building trades, of engineers and of electrical workers, all in Ontario and in the provinces to the west, brought the total membership to over 17,000 in 1923. But despite the enthusiasm for expansion, the gains were soon lost and the Federation looked elsewhere for support. In 1927, as a solution to its problem, the Federation merged with the Canadian Brotherhood of Railway Employees and certain other independent unions to form the All-Canadian Congress of Labour.

The CBRE had been active for some years prior to this amalgamation. It was founded in 1908 at Moncton and grew to be the largest national union in the country. It functioned as an affiliate of the TLC from 1917 to 1921, but was expelled because of conflicting jurisdiction with the Brotherhood of Railway and

Steamship Clerks (TLC-AFL). The CBRE found the majority of its membership in the government-owned railroads and took in most classes of workers on these lines. Its association with the CFL in establishing the ACCL was a step toward a wider organization of Canadian workers.

The ACCL made an earnest effort through the thirteen years of its existence (1927-40) to organize large groups of industrial workers who had not been eligible for membership in older unions. These efforts were limited by lack of funds and at times unfavourable economic conditions. The activities of the Congress were also hampered by a conflict in objectives among the various member unions. This was but one of the tensions which led to a division of the Congress in 1936 when a group of unions withdrew to form a new Canadian Federation of Labour.

The unions remaining in the ACCL, recognizing the opportunity for more adequate organization, joined with the CIO unions in 1940 to form the Canadian Congress of Labour. These unions, largely industrial in nature, included workers in such industries as mining and the manufacture of automobiles, iron and steel and clothing. During the past decade they have expanded rapidly to their present position. This expansion has brought into unions, for the first time in many cases, large groups of workers from the mass production industries. The national unions which transferred from the ACCL bulked large in the membership as it was first formed. Already experienced in the activities of a central labour body in this country, these unions gave leadership to their younger associates. At the present time the

international unions have a larger membership than the national unions in the Congress. Their expansion has been swift, having as a pattern of development the establishment in the United States of international organizing committees and later replacement by international unions.

The CCL has been active in advocating legislative reform and of later years has formed political action committees. Since 1946 the Canadian Congress of Labour has passed resolutions identifying it with the policy and objectives of the Co-operative Commonwealth Federation. This is in contrast to the policies of both the Trades and Labour Congress and the Canadian and Catholic Confederation of Labour which have remained without political affiliation.

Canadian and Catholic Confederation of Labour

The remaining congress of importance in the Canadian labour movement is the Canadian and Catholic Confederation of Labour. The CCCL links together 16 federations of workers and many local unions, principally in the Province of Quebec. The federations cover barbers, longshoremen, municipal employees, and workers in building, clothing, furniture, gloves, leather and shoes, printing, asbestos, pulp and paper, textiles and commercial establishments.

In 1900 there was a lockout of boot and shoe workers in Quebec City. The employers, 22 in number, had recently organized an association and, following a strike in one factory, the others were closed down in an attempt to force the workmen to abandon their unions. The employers' proposals

included a declaration by each workman that he did not belong to any union and that he agree to a board of arbitration made up of a committee of the manufacturers' association. The employees refused these terms but expressed willingness to have the matter arbitrated by a joint body. In the end, Archbishop Begin of Quebec was asked to arbitrate. His award, following the instructions in the Pope's Encyclical of 1891 dealing with social problems, declared the right of employees to form associations for legitimate ends, but expressed dissatisfaction with the constitutions of three of the six unions. The rules in question were changed, a permanent board of arbitration was set up and the unions consented to have a chaplain appointed to advise them.

The Papal Encyclical sums up the attitude of the Roman Catholic Church toward the rights to labour. The chief points of interest are the declaration for freedom of association, for collective agreements, to determine working conditions, the duty of the state to prevent abuses in labour matters and to enact legislation to promote social justice. But, in the Church's view, economic improvement is inseparable from moral improvement and for this reason the Church must give guidance and provide chaplains for the unions.

Not until 1912, however, was a purely Catholic union set up, The first of these was among pulp workers at Chicoutimi. During the war the number of unions, *syndicats* as they are called, increased. In some cases, the higher dues of the internationals appear to have been a factor in determining allegiance. Usually, the clergy took some part in preparing the ground for union organization.

A daily paper was started in Quebec, *L'Action Catholique*, the object being "to implant Catholic unionism among the workers of the city and district of Quebec". Study circles were organized to give the workers an understanding of the Catholic doctrine in relation to labour.

In 1918, a Central Trades and Labour Council was formed in Quebec with 27 *syndicats* affiliated with it. In the same year a secretariat was set up in Quebec City for the Catholic *syndicats* of the district which was to publish a weekly paper, give lectures on political and social problems, aid in organizing unions and co-operative societies and give free legal advice and medical service. Delegates from 27 local Catholic unions met in Quebec City in 1918, and in 1919 at Three Rivers there were 123 delegates representing 31,000 union members. At a third meeting of 225 delegates in 1920 at Chicoutimi definite arrangements were made to form a Confederation of Catholic Workers of Canada. A constitution was adopted the following year and a chaplain appointed with the right to take part in all meetings but without the right to vote.

The National Catholic Unions are, in the main, organizations on

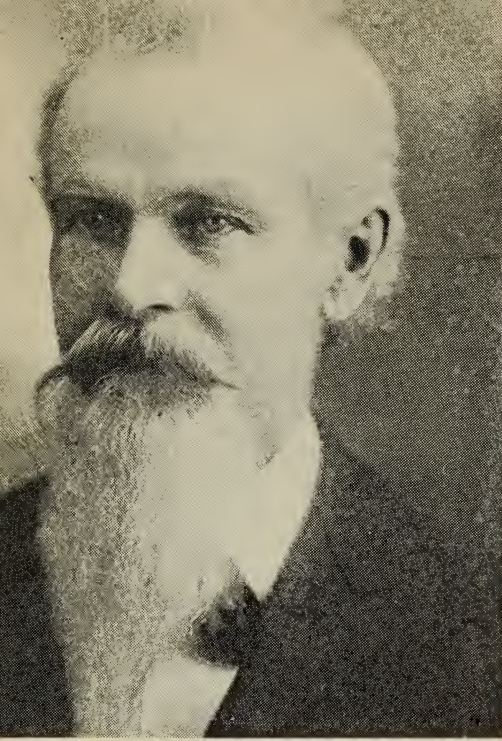
trade or craft lines but, in some cases, they are organized by industry as among the asbestos and clothing workers. The *Confederal Bureau* appoints organizers and administers the fund voted by the Confederation for organizing work.

The Confederation has advocated provision for conciliation and arbitration machinery in all collective agreements with employers. It has taken a notable part in securing legislation, not only in petitioning for changes in the law but in drafting bills to be presented to the government or directly through private members to the legislature.

* * *

In addition to these three major federations of labour unions there are several unions grouped into relatively small central labour bodies and a number of local independent unions.

Labour unions play an important role in Canada today. They are made up of workers drawn from almost every industry and geographical area of the country. As such, the history and aims of Canadian Labour organizations are important data not only for an understanding of our economy but also of other aspects of our national life.



Four Canadian

Daniel J. O'Donoghue

Born in County Kerry, Ireland, in 1844, Dan O'Donoghue came to Canada with his parents at the age of 8. In 1866 he formed the first local of the International Typographical Union in Ottawa, and six years later helped to found the Ottawa Trades Council.

He was one of the organizers of the first national labour convention in Canada, that of the Canadian Labour Union, held in Toronto in 1873. O'Donoghue also led the first labour deputation to a Canadian Prime Minister; this was to Sir John A. Macdonald in 1873, and O'Donoghue thus originated the present tradition of Labour interviews with federal and provincial governments.

Generally regarded as the "Father of the Canadian Labour Movement", he was the first labour member of the Ontario Legislature, and closed his career as the Department of Labour's first Fair Wages Officer.

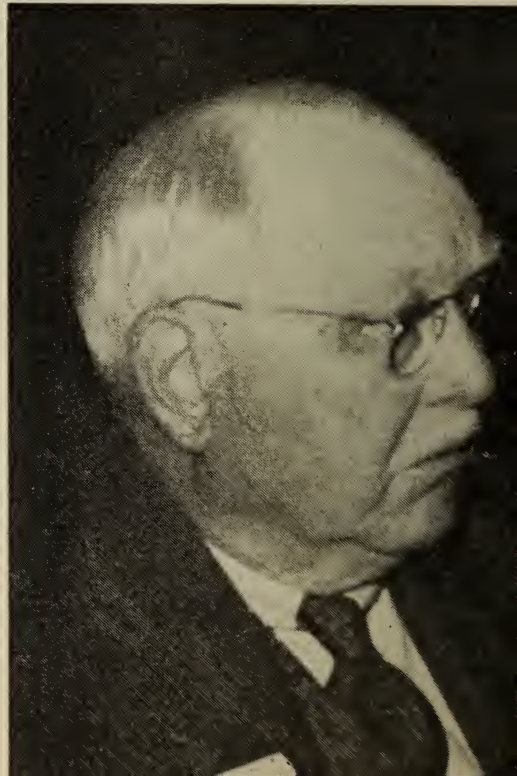
Gustave Francq

A native of Belgium, Gustave Francq came to Canada as a boy in 1887. He joined the International Typographical Union as an apprentice the following year, and still retains his membership.

Active in the early days of labour organization in the Province of Quebec, he was zealous in the struggle for labour legislation, particularly workmen's compensation and minimum wages.

He was an early Secretary-Treasurer of the Quebec Federation of Labour, of which his grandson, Marcel Francq, is the present president, and held the post of Vice-President of the Trades and Labour Congress in 1909 and 1910.

He is the author of many works on labour questions and has represented Canadian labour abroad on several occasions including Conferences of the International Labour Organization.



Labour Pioneers

Thomas Moore

Tom Moore began his training as a carpenter at the age of 12, in Yorkshire, England in 1890. Coming to Canada 15 years later, he became a member of the Niagara Falls Local of the Brotherhood of Carpenters and Joiners.

After several years of union activity he was elected to the presidency of the Trades and Labour Congress of Canada in 1918. "Paddy" Draper had been Congress Secretary-Treasurer since 1900, and for the next quarter century the team of Moore and Draper dominated the Canadian labour movement. With the exception of a four-year period in the 'thirties, when he was Vice-Chairman of the Employment and Social Insurance Commission, Moore retained the presidency of the TLC until his retirement in 1943.

He attended many Conferences of the International Labour Organization, and was for many years one of the eight labour members on the ILO Governing Body.



Patrick M. Draper

"Paddy" Draper was a printer by trade. He began as a compositor in the Government Printing Bureau at Ottawa and was employed there until 1934. His activities in labour unions date from 1887, when he became a member of the Ottawa Local of the Typographical Union. He was presiding officer of that Local for 25 years.

In 1900 he was elected Secretary-Treasurer of the Trades and Labour Congress of Canada, a position which he held for 35 years. Perfectly bilingual, he was very popular in Quebec. In 1935 he succeeded Tom Moore to the position of president of the TLC, retiring in 1938 because of ill-health.

Draper was Sir Robert Borden's labour adviser at the Versailles Peace Conference after World War I, when the ILO was created, and represented Canadian labour at several Conferences of that Organization.

A Half Century's Changes in a

Significant changes in the contents of collective agreements and in the proportion of the labour force covered by them have taken place since the Department of Labour was first formed. Over the years the LABOUR GAZETTE has published monthly a review of current contracts, the first of these being included in the September, 1906 issue. Today, a regular section is devoted to summaries of agreements.

Since agreements vary widely between industries and firms, it would be difficult to select a "typical" contract of 1900 for comparison with one for 1950. But changes in the contracts of individual companies can be readily compared, even though they depart from the normal in some respects. For example, the comparative summary printed below of the agreements in an Ontario street railway company for the years 1906 and 1949, contains such an unusual provision as a guaranteed wage clause at the earlier date. On the other hand the 1949 contract contains such typical improvements as higher wage rates, shorter hours, vacations with pay, and time and one-half for overtime. There is also provision for a pension and medical benefits plan.

In reading this comparison, certain influences on the character of the contract at the two dates should be kept in mind, such as the general level of wages, the extent of union development, and the effect of new mechanical processes. The comparison is nevertheless a good one. Despite changes in the job requirements of street car operators and maintenance men, the process remains largely the same, and contract changes are thus mainly attributable to bargaining rather than to new technological conditions.

Collective Agreement's Provisions

Between an Ontario City Street Railway Company and a
Local of the Amalgamated Association of Street
and Electric Railway Employees of America

1906 Agreement

Period: December 6, 1906 to April 1, 1909, with no provision for renewal.

Union Security: recognition of the union and of its committees, a member elected or appointed to an office in the union may serve in such capacity without prejudice to his service or line of promotion with the Company.

Hours: for motormen and conductors, as many runs as possible are to be scheduled as regular day runs of 10 hours to be completed within 12 consecutive hours or late regular runs of $10\frac{1}{2}$ hours to be completed within $12\frac{1}{2}$ consecutive runs. The balance are mixed runs of at least 10 hours per day or swing runs of 12 hours. On swing runs, men are to have at least one day off each week. Hours for shopmen, linemen and trackmen are not mentioned.

Overtime and Sunday work: for motormen, conductors, linemen, shopmen, machinists and blacksmiths, all work over schedule time and all work on Sundays, 2 cents per hour extra.

1949 Agreement

Period: January 1, 1949 to December 31, 1949, and thereafter from year to year, subject to notice.

Union Security: recognition of the union; check-off of union dues and assessments on a voluntary, revocable basis.

Hours: for car and bus operators, not more than $8\frac{1}{2}$ per day, 48 per week, at straight time; where possible a scheduled run to be concluded within 12 hours, with as many straight runs as possible; for car house, shop, maintenance, garage employees, 48 per week.

Overtime and holidays: for car and bus operators, time and one-half for work over $8\frac{1}{2}$ hours on any day or 48 hours a week; for car house, car shop, garage, trackmen, linemen and other maintenance employees, time and one-half over scheduled daily hours or over 48 hours per week. For all employees, time and one-half for all work on seven statutory holidays.

1906 Agreement

Hourly wage rates: motormen and conductors 16 cents during first year's service, 18 cents during second year and 20 cents thereafter; machinists, blacksmiths and linemen, 20 cents; shopmen from 15 cents during first year to 18 cents after three years' service.

Guaranteed weekly wage: extra motormen and conductors who report at car barns and relief changes are guaranteed a minimum wage of \$6 per week.

Seniority: motormen and conductors to select their runs according to seniority.

Uniforms: one-half the cost of uniforms to be paid by the Company.

1949 Agreement

Vacation: one week to employees with one year's service; two weeks for those with three years' service; three weeks after twelve years' service.

Hourly wage rates: after one year's service; car and bus operators \$1.04, switchmen 88 cents, garage mechanics \$1.02-\$1.18, other garage employees 94 to 98 cents, skilled trades in car house and shop 98 cents to \$1.07, other employees in car house, shop and maintenance work 89 to 98 cents, linemen \$1.08 to \$1.13, trackmen 92 cents. Operators in charge of trainees and operators employed on snow-ploughs or sweepers to be paid 10 cents per hour extra.

Guarantee: all work for spare men to be divided equally among them as far as possible. For all rush hour extra work a minimum of two hours' pay; for spare operators required to report on Sundays or holidays a minimum of two hours' pay.

Seniority: car and bus operators to select their runs according to seniority.

Uniforms: new operators pay for their first uniform and overcoat and one-half the cost of their second uniform; thereafter the Company to pay for one uniform each year and one overcoat every three years.

1906 Agreement

Grievance procedure: in any case of suspension or discharge the manager if requested will grant an interview to the union grievance committee, and if upon investigation it is found that the man was not at fault he shall be reinstated and paid for time lost in the discretion of the President. Any disputes arising between the parties to be submitted by a union Committee to the traction manager and, if they cannot agree, to the president or general manager.

1949 Agreement

Grievance procedure: in any case of suspension or discharge, the man may appeal through the union committee and if upon investigation it is found that the man was not at fault he will be reinstated and paid for time lost.

Medical and Insurance Benefits: the Company to contribute up to \$1 per month for each employee who subscribes to a fund or agency, acceptable to the Company and the union, to provide against individual expenses of medication, surgery and hospitalization. The Company to pay one cent per hour to employees in lieu of Group Life Insurance, raincoats and drivers' safety awards.

Pension plan which started in 1947 was voluntary for present employees at that time and compulsory for employees hired thereafter. The Company and employees each contribute 5 per cent of the employee's annual earnings to an insurance company which provides a pension at age 65 for male and at 60 for female employees.

The Tolpuddle Martyrs

The case of "Rex versus Loveless and Others" heard at the Dorchester, England Spring assizes, March 17, 1834, has become almost a legend in British trade union history. An historian writing of that period has said that "no trial throws a more vivid light on the conditions which led to the growth of trade unions and on the difficulties which their pioneers had to overcome".

George Loveless, a farm "servant", as well as a local Methodist preacher, was the leader of a group of six unlearned agricultural labourers who formed a small union, binding themselves to secrecy by an oath of initiation and a special ritual. The purpose was "to maintain the wages of farm servants" and "to preserve ourselves, our wives and our children from utter degradation and starvation". They lived and worked near the tiny hamlet of Tolpuddle, seven miles from Dorchester and are known and revered by all English-speaking trade unionists as "The Tolpuddle Martyrs".

The immediate incentive for their action was the progressive reduction of their wages from nine shillings to six shillings a week. In other counties where agricultural workers had joined the Grand National Consolidated Trades' Union (which was disbanded about 1837), with headquarters in London, the wages of farm labourers were about ten shillings. Membership in a trade union had been legalized in 1824, so in order to break the union, the employers had recourse to the Unlawful Oaths Act of

1797, which provided a maximum penalty of deportation for seven years. The judge who was a well-known opponent of trade unions, directed the jury, composed, not of peers of the labourers, but of farmers and millers, to find the accused men guilty if they thought that an obligation, tantamount to an oath had been required of the union members. Although no evidence was produced to show that the oath was seditious, or otherwise unlawful, the labourers were found guilty and were given the maximum sentence of seven years deportation "as an example to others".

The severity of the sentence raised a storm of protest that soon spread throughout England. Many thousands in all walks of life signed petitions urging the government to annul, or at least to moderate the penalty imposed. Nevertheless the "martyrs" were deported, the leader, George Loveless, to Tasmania and the other five to Australia. At the end of two years an unwilling government felt itself compelled to submit to the persistent agitation for the annulment of the sentence and the deportees were granted a full pardon. Even then further delays occurred and it was not until August 1838 that the last of the deportees was returned to England.

In the meantime The Dorchester Labourers' Fund to help the pardoned men was being raised in England. This was supplemented by the sale of a pamphlet, "The Victims of Whiggery" written by George Loveless. The fund was used to purchase small



7 The Martyrs' Memorial, Tolpuddle

holdings in Essex and Dorset for each of the pardoned men and to pay the costs of the committee that worked for their release.

Canada played an interesting role in the subsequent history of "the martyrs". In 1844, five of them came to Ontario and took up farms near London. They agreed among themselves not to reveal the past and it was not until 1912 that the Canadian end of their story became known. Many of their descendants still live in Western Ontario. In 1912 the Rt. Hon. Arthur Henderson unveiled a memorial arch before the little Methodist chapel in Tolpuddle where George Loveless used to preach.

In 1934, both the British Trades Union Congress and the Trades

and Labour Congress of Canada marked the centenary of the famous trial and the contribution made by the "Six Men of Dorset" to the development of trade unionism. In 1934, Humphrey Mitchell, M.P., secured the passage of a resolution in the Hamilton District Trades and Labour Council which requested the TLC to raise a fund for a suitable memorial. The request was discussed at the TLC convention and referred to the Canadian Historical Association. Each summer labour union groups in the London, Ontario, district make a pilgrimage to the graves of the five martyrs who came to Canada, two of whom lie buried in London, two at Siloam, a few miles from the city and one at St. Mary's, Ontario.

PERCY R. BENGOUGH

(Continued from page 1384)

but why mention such things when extending congratulations.

The work, size and prestige of the Department has greatly increased during the past fifty years. We feel confident that the Department will, as time passes and ideas modernize, be recognized as the most important Department of Government, the Department that deals with the well-being of humans and human values and the Department that will administer a scheme of full social and economic security for all Canadians, including Immigration and Health.

On behalf of the Officers and Members of this Congress I have

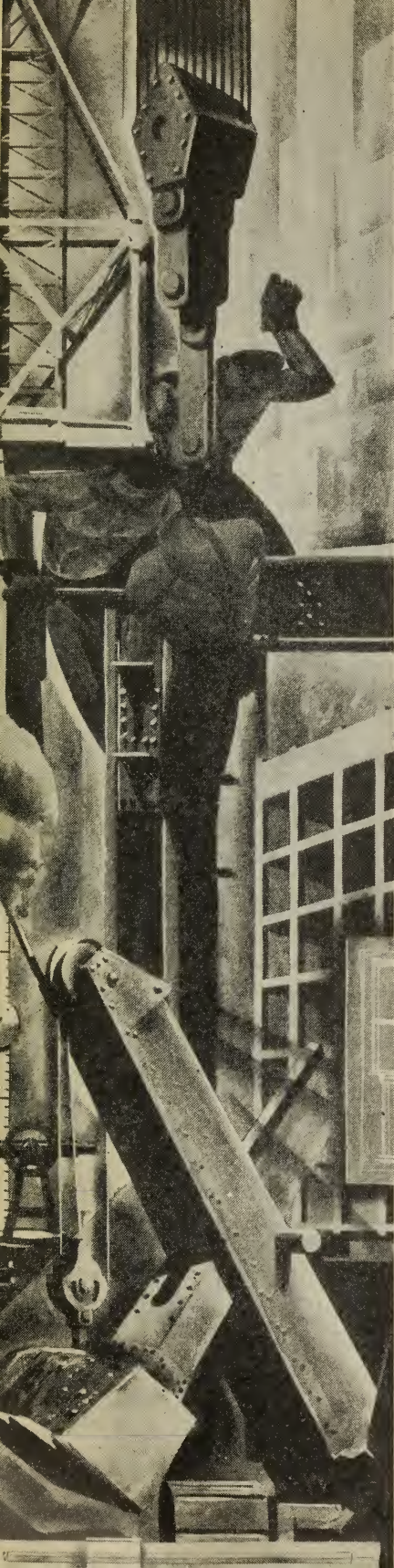
no hesitation in congratulating the Department of Labour and the LABOUR GAZETTE on this half century of progress. One has to realize at all times the obstacles confronting this Department to appreciate the good that has been accomplished during the past fifty years. Organized labour extends its friendly congratulations on worthwhile past achievements of the Department of Labour and its official publication, the LABOUR GAZETTE. Our future efforts will be devoted to making you bigger and better and obtaining the recognition and status of a Department of Government that is concerned with the well-being of the people whose work makes living possible.



Labour and management are co-operating for the benefit of both in a wide variety of industrial firms across Canada through the medium of Labour-Management Production Committees. Pictured above is a regular monthly meeting of the LMPC at Monarch Knitting Company Limited, Dunnville, Ont. This typical LMPC is composed of an equal number of representatives of management and labour, in this case members of Local 736, Textile Workers' Union of America (CCL-CIO).

Sponsorship of such committees is the responsibility of the Labour-Management Co-operation Service of the Department of Labour, which maintains field offices at a number of centres across the country. The work is aided by an Advisory Committee consisting of representatives of national employers' and workers' organizations.

The Department had record of 681 labour-management production committees in May, 1950.



FIFTY YEARS OF LABOUR LEGISLATION IN CANADA

**by Edith Lorentsen
and Evelyn Woolner,**

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Department of Labour*

At almost every session of the Federal Parliament and of the Provincial Legislatures during the past 50 years there has been some enactment affecting labour.

The following article reviews the highlights in the development of the large body of labour legislation that has resulted.

In moving second reading in the House of Commons of "a Bill respecting the Department of Labour" on May 15, 1909, the then Prime Minister, Sir Wilfrid Laurier, spoke as follows:—

This legislation, in our judgment, is rendered necessary by the ever growing dignity and importance of labour questions and labour problems. The word "labour" is rather a complex term. It has many significations, but so far as this legislation is concerned, we understand by labour the relations between wage-earners and wage-payers. It will not be disputed that for generations and generations the wage-earners had scarcely any standing in the community. The only right the law acknowledged to the labouring men, was that they could sue in a court of law for the miserable pittance paid to them. As to the other rights of labour, as to the dignity of labour as a class, the views of the civilized world, up to perhaps fifty or sixty years ago, were very crude. But some sixty years ago the advance of civilization caused quite a revolution to take place in the relations between wage-earners and the wage-payer. At last labour has been advanced to the dignity of a class in itself, and quite as important in the economy of society as any other class.

The increasing recognition of the value and dignity of labour of which Sir Wilfrid Laurier spoke had led during the latter part of the 19th century to the enactment in industrial countries of some legislation designed to protect the interests of the wage-earner. An industrial worker in Canada at the turn of the century was heir to certain rights won for him during that period.

So far as the law was concerned, he was free to combine with his fellow workers in a trade union for the purpose of improving his conditions of work. This right had been quite recently won. Not so long before, in 1872, twenty-four members of the typographical union were arrested and imprisoned on a charge of criminal conspiracy, when a strike was called following refusal of

This article is an attempt to describe in a comparatively small space the developments in labour legislation over the past 50 years.

Only the developments and trends which seemed most important have been included.

The 50-year period has been divided into decades, each of which has been treated in a separate section.

While this method has made it impossible to trace the changes in any particular type of law, step by step, over the years, it has enabled the authors to give some impression of the interrelationship of the legislation, and the way each new enactment fitted the circumstances of the period of its adoption.

a request for a 9-hour day in Toronto printing shops. The Trade Union Act of 1872 and amendments to the Criminal Code in 1892 and 1900 provided that combinations of workers for their own reasonable protection as such were within the law, but trade unions remained subject to charges of conspiracy in civil damage suits.

That a worker was not subject to criminal charges for joining a trade union did not mean that there were no obstacles in the way of labour organization. The following excerpt from the 1889 Report of the Royal Commission on Labour and Capital indicates one way in which pressure could be exerted against unions:—

In some cases, not very numerous we are glad to say, employers have taken advantage of the necessities of the working people to compel them to sign documents which obligate the employee not to belong to any labour organization. . . . These documents are signed only because the employer makes it compulsory to do so before entering his service, and when it becomes a case of seeing his family in need of the necessities of life or signing a "cast iron" agreement there is but little choice, and it can scarcely be looked upon as an entirely voluntary act. It is an infringement of the liberty of the subject which ought not to be tolerated.

Besides his common law right to collect wages as a just debt, certain statutes further protected his right to collect wages earned. Mechanics' Liens Acts in all provinces were designed to enable the construction worker or mechanic to recover the amount due him for work performed by giving him a lien on the product of his labour in case the employer was unable or unwilling to pay. The method of collection was through ordinary court action.

Masters and Servants Acts in most provinces also had a bearing on collection of wages, in that a "master" could be summoned for non-payment of wages before a Justice of the Peace, and upon due proof might be required to pay any wages found to be due, not exceeding a certain amount. These Acts also provided penalties for misconduct or violation of the labour contract on the part of the worker, by absenting himself without leave or leaving without due notice, and were in the main regarded by labour as restrictive upon the employee.

If he met with an accident in the course of his employment, the worker could claim compensation from his employer in accordance with the common law of England by bringing an action against his employer in the courts. He would only win his suit if he could prove that his injury was due to defective plant or machinery or the negligence of some responsible person. If he entered or continued in employment with full knowledge that there were special dangers attached to it, or if an injury was due to his own negligence or that of a fellow workman, the employer was not liable.

The LABOUR GAZETTE for the year 1900 reported many cases where an employee sued for damages but failed to obtain compensation for one of these reasons. A Mrs. McMenemy in Hamilton lost the use of her right hand when a wrench slipped forcing it against the grindstone she was using. The defence was that Mrs. McMenemy had been employed at the works for twelve years; that the grindstone was not dangerous; and that she had been careless, looking

about her when she should have watched the machine, and she lost the case. A Mr. Menard, employed by the Municipal Corporation of Granby, was killed when the side of a drainage system he was working on caved in. His widow, on behalf of herself and five children, sued for damages, but lost the case because the Supreme Court of Canada found that the accident was one that could not have been foreseen and the Corporation had not been negligent. Even if an injured workman won his suit he might not be able to collect the damages awarded him since the employer might not have sufficient resources.

In Quebec, the Civil Code provided similar recourse against an employer who was at fault. The common law had been slightly altered in Ontario by an employer's liability law of 1886, and in three other provinces by 1900, to increase the liability of the employer.

For the factory worker in Ontario or Quebec, factory laws dating back to 1884 and 1885 designed mainly for the protection of women and children laid down certain general provisions to ensure his health and safety. These laws, which laid the foundation for the present factory legislation in all provinces but Newfoundland and Prince Edward Island, were enacted when evidence heard by the Royal Commission on Labour and Capital called public attention to the fact that women and young children were working 11 and 12 hours a day and that children of eight and nine were being employed in the factories and mills of Quebec, Ontario and the Maritime Provinces.

These early Ontario and Quebec Factories Acts prohibited the employment in factories of boys under 12 and of girls under 14. Hours of work for boys under 14 and for all girls under 18 and women were limited to 10 a day and 60 a week.

In cases of emergency a factory inspector might permit these hours to be extended to a maximum of 12½ hours a day and 72½ hours a week on not more than 36 days in a year. Ontario raised the minimum age for boys to 14 in 1895 in all factories except canneries. The 12-year limit first set for boys in Quebec was raised in 1903 to 13 and in 1907 to 14, thus making 14 the minimum age for employment of boys and girls in both Provinces.

There was no legal regulation of working hours of men, nor any minimum wage set by government authority. Wages and hours were usually fixed by arrangement between the individual worker and the employer. Where there was a union—and there were 1,078 locals in Canada in 1902—it used its collective strength to secure a reasonable standard of wages and hours in one of two ways. One way was by adopting a standard below which no union man would work; the other was through collective agreements negotiated between groups of workers and employers. Nine or 10 hours a day and 60 hours or over a week were the normal standards. There was no public employment service to assist a worker in finding a job or bettering his position, and no unemployment insurance if employment was not available. The cure for local unemployment was to go West or to the United States.

With the development of Canada as an industrial country and the gradual recognition of the state's responsibility to protect its

citizens from infringements of their fundamental rights, a large body of labour legislation grew up in the next fifty years. The B.N.A. Act had given the Federal Government only limited authority in the labour field and left the major responsibility to the provinces.

1900-1910

The Development of Factory Legislation and Inspection; and the Application of a New Principle in Industrial Disputes—Prohibition of Work Stoppages Pending Investigation.

When I made my first visits of inspection I found many children employed in every factory who were under the age required by the Act. In saw mills many children were employed working around machinery of a very dangerous character, and performing labour much beyond their strength, and if told that the Act would not permit them to employ children under the age of twelve years the employers would look upon it as interfering with the liberty of the individual, whilst at this time they admit not only the wisdom of the Act but also the absolute necessity of according such protections to the young, and, although the minimum age at which children can be employed has been raised to fourteen years, it is on very rare occasions that we find any employed under that age, and then they are only employed at very light labour.—Report of Ontario Factories Inspector, 1901.

* * *

It [the I.D.I. Act] legalizes the community's right to intervene in a trade dispute by enacting that a stoppage, either by strike or lockout, shall not take place until the community, through a Government Department, has investigated the difference with the object of ascertaining if a recommendation cannot be made to the parties which both can accept as a settlement of the difference.—Lord Askwith, *Industrial Problems and Disputes*.

By 1910 considerable change had taken place in the position of industrial workers whose numbers had greatly increased in the decade. The Census of 1901 showed 299,000 employed in manufacturing. This number increased to 372,000 in 1911. The period was marked by expanding trade, a growth in population of over 2,000,000 mainly due to greatly increased immigration, new railway lines opening up further sections of the country, and the development of the West, the Provinces of Alberta and Saskatchewan having been established in 1905.

Along with the development of the country went a steady growth in trade union membership which had risen to 133,132 in 1911. As the trade union movement grew, pressure was exerted on Parliament and on the provincial Legislatures for laws to improve working conditions. As early as 1890 the Trades and Labour Congress appointed a legislative committee to endeavour to have its resolutions carried out by Parliament, and beginning in 1895 such committees were also formed in the provinces to bring pressure to bear on provincial Legislatures.

Fair Wages Policy

In the period 1900-1910 several important statutes were enacted by the Parliament of Canada. The year 1900 saw the beginning of the Fair Wages Policy. In March of that year a resolution was passed by the House of Commons which was directed against abuses arising from the sub-letting of Government contracts, as disclosed in the 1898 report of Mr. W. L. Mackenzie King on the conditions surrounding the carrying out of contracts for postal workers' uniforms. It declared it to be the policy of the Government that wages generally accepted as current in each trade for competent workmen in the district where the work is carried out should be paid on all public works undertaken by the Government itself or aided by Government funds.

The view that governments, municipal, provincial and federal, had a responsibility to see that fair wages were paid for government work was gaining ground, and unions were pressing for payment of the union rate. The City of Winnipeg had adopted a fair wages resolution fixing 17½ cents as the minimum rate per hour for labourers on City contracts. The right of the City Council to fix a rate was contested in the courts in 1898 by one of the large contractors, who maintained that to pay 17½ cents an hour was wholly unnecessary and that the City could obtain all the labour it required at 15 cents an hour. The judge (in *Kelly vs. the City of Winnipeg*) held that

There are many other considerations besides that of mere cheapness that may legitimately influence the council; and I do not think the council necessarily subjects itself to interference by

the court, if in hiring its workmen, it does not act on the principle that only such wages are to be paid as the law of supply and demand, operating on the necessities of the working men, will compel them to accept. All who make affidavits in reply to the plaintiff's motion, agree in stating their belief that 17½ cents an hour is not more than a fair living wage for a competent labouring man in Winnipeg, and that it is in the city's interests that labourers employed on the city works should be paid a fair living wage... I cannot consider that it will be acting unreasonably in any legal sense, if it insists that men engaged in city work shall be paid fair living wages for their work, even though men might be hired to do the work at a lower rate.

The Federal Government's action in 1900 helped to gain wide acceptance of the fair wage principle.

Early Conciliation Measures

The Conciliation Act of 1900, under which the Department of Labour was established, marked the entry of the Federal Parliament into the field of legislation for the conciliation of industrial disputes. Modelled on an English law, this Act authorized the Minister of Labour to appoint conciliation officers or a conciliation board whose services were available on request of employers or workmen.

A strike of C.P.R. trackmen in 1901 led next to the passing of the Railway Labour Disputes Act of 1903, which provided for the appointment of a tripartite conciliation board in disputes between railway companies and their employees at the request of either party or of the municipality con-

cerned or on the Minister's own initiative. Failing settlement, a dispute was to be referred to an arbitration board but its report was not binding. Only one dispute had been referred for settlement under this Act when in 1906 it was consolidated with the Conciliation Act under the name of the Conciliation and Labour Act.

Then came a coal strike in Alberta which necessitated prompt action by Parliament and the well-known Industrial Disputes Investigation Act was passed in 1907. It contained a new principle, that of compulsory investigation of a dispute by a Government-appointed board before a strike or lockout could legally take place, and relied, as did the Railway Labour Disputes Act, on public opinion to bring pressure on the disputants. It applied to disputes involving employers of ten or more persons engaged in mining, transport, communication and public utilities. This Act remained the statutory authority for Federal Government intervention in industrial disputes until the Second World War. There had been earlier laws in Ontario, Nova Scotia, British Columbia and Quebec providing for conciliation or arbitration of disputes, but only under the Quebec Trade Disputes Act, 1901, which is still in effect, was there much activity.

The Conciliation Act of 1900 also authorized the Minister to collect and publish labour information. This led to the publication of the monthly *LABOUR GAZETTE*, beginning in 1900, the annual reports on Labour Organization in Canada from 1911 on, Labour Legislation in Canada, containing the texts of Dominion and provincial laws affecting labour, from 1915, and other publications.

In 1906 and previous years, the Trades and Labour Congress passed resolutions asking the Government to appoint a Minister of Labour whose duties would be confined to the interests of the Department and who would be in a better position to give greater attention to the demands of the workmen. Taking into account this request and the great increase of activities of the Department of Labour, Parliament in 1909 passed the Labour Department Act setting up a separate Labour portfolio.

Sunday Work

During the 1890's the Trades and Labour Congress went on record as favouring a federal Sunday-observance law. At the 1897 convention a resolution was adopted

That in the opinion of this Congress, there is no necessity for Sunday work. The labour people demand not as a privilege but as a right that they should have the Sabbath for their own use; it was made for man: therefore be it resolved that we urge upon our members to continue their warfare against Sunday work, remembering that if six men work seven days they do the work of seven men in six days; any time six men work Sunday they are taking the bread out of the mouth of one fellow workman.

In 1901 the Congress appointed a committee to co-operate with the Lord's Day Alliance in its efforts to bring about such legislation. The Lord's Day Act was passed in 1906. It prohibited the sale of articles and the employment of persons in industrial and commercial work on Sunday. "Works of necessity and mercy" were excepted. Enacted by Parliament under its authority to

legislate concerning criminal law, it was fundamentally a law for the preservation of the Sabbath as a day of rest.

Indirectly, the statute helped to establish the practice of a weekly rest-day for workmen in industry which was later ensured by legislation in a number of provinces. There were in 1906 Sunday-rest laws in force in some of the provinces and these were not superseded by the Lord's Day Act. The Federal Government did not take direct responsibility for its enforcement since prosecutions could only be instituted with the permission of the Attorney-General of the province in which the offence was alleged to have been committed.

Protective Legislation

In the provinces there was a marked development in the field of workmen's compensation during this period. By 1911 all provinces except Prince Edward Island had on their statute-books laws which provided that if personal injury by accident was caused to a workman arising out of or in the course of his employment, the employer providing the employment was, within the scope of the Act, individually liable to pay compensation for the injury. These laws differed somewhat in form and purport in that some were modelled on the British Employers' Liability Act of 1880 and others on a more advanced Workmen's Compensation Act of 1897.

Following the lead of Ontario and Quebec, factory laws were passed in one province after another as industry developed: Manitoba in 1900, Nova Scotia in 1901, New Brunswick in 1905, British Columbia in 1908 and Saskatchewan in 1909. All these

statutes established minimum ages for the employment of children, limited the hours of women and young persons, and declared that no person might be employed so that his or her health was likely to be permanently injured. In general, the western provinces fixed higher minimum ages for children and fewer hours for women and young persons than did the eastern provinces.

Manitoba started out with 16 years as the minimum age in 1900 but in 1904 lowered it to 14 for boys and 15 for girls, not without strong trade union protest. The Manitoba Executive Committee reported to the Trades and Labour Congress annual meeting:—

We have to deeply deplore the mutilation by the legislature of a law that was justly the pride of our province, i.e. the Manitoba Factories Act... On extremely short notice your committee in conjunction with the Trades and Labour Council of Winnipeg arranged a deputation of protest to the legislature. This deputation was confronted by another, seventy or eighty strong, appearing under the auspices of the Manufacturers' Association... Your committee had the mortification of seeing the age limit for child workers reduced and the hours of labour for women and children increased at the behest of leading citizens said to be always abounding in good works.

The first factory laws of Nova Scotia, New Brunswick and Saskatchewan established a 14-year minimum and that of British Columbia fixed 14 years for boys and 15 for girls, except in fish-canning and fruit-packing plants.

As regards working hours of women and young persons, the limits set in Nova Scotia and New Brunswick were the same as those

of Ontario and Quebec—10 and 60 hours, with provision for longer hours in special cases. Manitoba first imposed an 8-hour day and 48-hour week for women and girls over 16 but the amendment of 1904 changed these standards to nine and 54. Women and girls over 15 were forbidden by the first factory law of British Columbia to work more than eight hours a day or 48 a week. Under the first Saskatchewan Act, eight and 45 hours were fixed as limits for women and young persons. Two years later these were changed to nine and 54.

The Acts also required factories to be kept in a sanitary condition, free from fumes, gases and dusts, with adequate heating, lighting and ventilation and with no overcrowding, required guards to be placed on dangerous machinery or openings, and laid down regulations concerning fire protection, elevator inspection and the reporting of accidents.

All the Factory Acts provided for inspection. Evidence before the Royal Commission on Labour and Capital had called public attention to the fact that the Ontario and Quebec Acts were not being enforced and each Province accordingly appointed three inspectors in 1887 and 1888 respectively. In each of the other provinces one inspector was appointed shortly after the enactment of the law. In 1910, Nova Scotia and New Brunswick had one inspector each; in Quebec, there were seven men, a medical inspector and three women inspectors; Ontario had eight men and two women; Manitoba had two men; Saskatchewan had one factory inspector and one sanitary inspector; British Columbia had one factory inspector. As manufacturing in-

creased and the various Acts were extended to cover additional establishments, more inspectors had to be appointed. Unions and other interested groups continued to press for more adequate inspection staffs.

The first factory inspectors in Ontario and Quebec were responsible also for the inspection of boilers and a good deal of their time in the early years was devoted to this work. General carelessness was found to be prevalent in Ontario and Quebec, both in the location of boilers and in the lack of periodical inspection. Many boilers were situated in the basement of factories, immediately beneath crowded work-rooms where an explosion would have occasioned and in some instances did cause heavy loss of life.

Repeated requests of factory inspectors in their annual reports to the Legislatures led to changes in the factory laws to ensure a proper system of boiler inspection under qualified boiler inspectors. This was effected in the 1890's in Quebec and in 1900 in Ontario, Manitoba in 1894, British Columbia in 1899 and Alberta and Saskatchewan in 1906 enacted steam boiler inspection Acts separate from their factory laws, and in each case certificated boiler inspectors were required to be appointed and to carry out periodic inspections.

In these early days, employment in shops was much less regulated than employment in factories. There was no legislation fixing a minimum age for employment. Hours of young workers in shops were restricted but the limits set were excessively long. An Act in British Columbia in 1900 prohibited employment of children

under 16 for more than 11 hours in a day, 13 on Saturday or 66½ hours in a week. In Manitoba and Ontario at the beginning of the century boys under 14 and girls under 16 could not be employed in shops for more than 12 hours in a day, or 14 on Saturday, making the weekly limit 74 hours. In Nova Scotia, the weekly limit was 72 hours, but in 1909 a very much higher standard was set when 8 hours a day with 4 hours on Saturday were fixed as the maximum allowed for boys under 14 or girls under 16.

Early Mining Laws

Mining had developed earlier than manufacturing in Canada and as a result legislation protecting workers in mines preceded the first factory Acts.

Beginning with Nova Scotia in 1858, all the mining provinces and the Yukon and Northwest Territories had enacted laws by 1900 designed mainly for the protection of mines and minerals but also providing for the safety and protection of the workers employed. All these Acts provided for mines inspectors who were authorized to make periodical inspections of mines in their jurisdictions, report fatal accidents, and so on.

Child labour in mines was prevalent and the early Acts, in addition to their safety provisions, made some attempt to correct this abuse. A mines Act of 1873 in Nova Scotia prohibited the employment of boys under 10 in or about mines and limited the hours of those under 12 to 10 in a day or 60 in a week. British Columbia was the second province to restrict employment of children in mines. In that Province in 1877, 12 was

fixed as the minimum age for boys underground and it was forbidden for boys under 14 to work longer than 30 hours in a week.

From 1900 to 1910 the important developments were the passing of mines regulation Acts in the new Provinces of Alberta (1906) and Saskatchewan (1905), both of which provided for a system of inspection; and the beginning of regulation of hours of adult workers in mines. Mine workers were well organized in unions and in British Columbia had secured an 8-hour day by agreement with the mine operators. An amendment to the Coal Mines Regulation Act of British Columbia in 1904 made the 8-hour day from bank to bank compulsory for underground workers. The only previous statutory regulation of hours of work of male employees had been the provision of an 8-hour day for underground metal miners in 1899. In 1907 the 8-hour day was gained for workmen in smelters. In Alberta, an Act fixing a maximum 8-hour day for coal miners became effective in 1909. During this period also, mines inspection services which had begun before 1900 had been expanded. In 1910 there were twenty such inspectors in the six mining provinces.

Technical Education

With the growth of industry, the need for technical education was being felt. In 1907, Nova Scotia passed an Act to provide a system of technical education for the Province. The Trades and Labour Congress had been discussing over a period of years the need for technical education and the possibility of a state system of schools as well as training

within industry and this gave rise to the appointment of Commissions by the Federal Government in 1909 and by the Manitoba Government in 1910, both of which had officials of the Trades and Labour Congress as members.

To sum up, the main legislative achievements of this decade were the new factory laws of five provinces, and the new federal Act for the conciliation of disputes in undertakings vitally affecting the public interest.

1910-1920

First Minimum Wage Legislation— Workmen's Compensation Based on Collective Liability.

The Board is authorized to ascertain . . . and make all necessary orders relative to standards of minimum wages for employees [female workers], and what wages are adequate to supply the necessary cost of living to employees, and maintain them in health.—Manitoba Minimum Wage Act, 1918, c. 38.

* * *

Where . . . personal injury by accident arising out of and in the course of . . . employment is . . . caused to a workman, his employer shall be liable . . . to pay compensation . . . An accident fund shall be provided by contributions . . . by the employers . . . and compensation payable in respect of accidents . . . shall be paid out of the accident fund.—Ontario Workmen's Compensation Act, 1914, c. 25.

The economy of Canada was transformed by the 1914-18 war in order to fill the demands of Europe for all kinds of agricultural and mining products and manufactured articles. The resulting prosperity in the western provinces due to the sale of primary products at a high price opened up a new market within Canada. Employment which was at a low point in 1914 began to improve in 1915 and the demand for workers steadily grew during the war years. There was a corresponding increase in trade union membership which reached the unprecedented figure of 378,047 in 1919.

These were conditions which were favourable to the development of labour legislation and important advances were made in workmen's compensation, minimum wages and fair wages.

The war had pointed up the disadvantages of an unknown labour potential. It had also sharpened the need for increased facilities for technical education. Under this impetus the first federal legislation relating to an employment service and vocational training was enacted.

Minimum Wages for Women

In the passing of factory laws Canada, along with other modern industrial nations, had accepted the principle that it was the duty of the state to secure by legislation reasonable minimum conditions, beyond which the free right of contract of the employer and employee was recognized. The protection of workers against exceptionally low wages as well as excessively

long hours and unhealthful working conditions gradually came to be regarded as necessary. Minimum wage legislation was begun in New Zealand in 1894 and was first tried on this continent by Massachusetts in 1912.

The views of organized labour in Canada as well as in the United States are summed up in the report of the Executive Council of the American Federation of Labour to the annual convention in 1913:—

If it were proposed in this country to vest authority in any tribunal to fix by law wages for men, labour would protest by every means in its power. Through organization the wages of men can and will be maintained at a higher minimum than they would be if fixed by legal enactment.

The fact must be recognized that the organization of women workers constitutes a separate and more difficult problem. Women do not organize as readily or as stably as men; they are therefore more easily exploited. They certainly are in a greater measure than men entitled to the concern of society. A fair standard of wages, a living wage for all employed in an industry, should be the first consideration in production. None are more entitled to that standard than are the women and minors. An industry which denies to all its workers, and particularly denies to its women and minors who are toilers, a living wage, is unfit and should not be permitted to exist.

Beginning about 1909 in Canada and continuing for a decade, a demand for a legal minimum wage for women and young workers culminated in the enactment of minimum wage legislation applicable to women in some

types of employment. Six Canadian Provinces had such laws by 1920.

Alberta was the first province to experiment with minimum wage regulation. The first Alberta factory Act, passed in 1917, contained a provision fixing a minimum wage of \$1.50 per shift for all "persons" employed in factories, shops, offices or office buildings. In 1920 the Factories Act was amended to provide for an advisory committee to deal with wages and hours for women and young persons. This committee was the forerunner of the Minimum Wage Board set up by the female Minimum Wage Act of 1922.

The first minimum wage Act in Canada was enacted by the Province of Manitoba in 1918, followed by the British Columbia Act in the same year. Quebec and Saskatchewan passed laws in 1919; and Nova Scotia and Ontario in 1920.

The general pattern of these Acts was similar—a Board consisting of representatives of employers and employees, and sometimes of the public, with an impartial chairman, was authorized to hold investigations and to issue orders as to minimum wages for female employees. In Ontario and Quebec the law at first referred to wages only. In the other Provinces the Board had power to regulate hours and conditions of labour as well.

In the main, the Acts covered women workers in shops, factories, offices, hotels and restaurants, and places of amusement. In no case did they apply to farm workers or domestic servants. The first orders issued in Manitoba applied to experienced adult women in retail stores, bag

factories, glove factories, bedding factories, pickle factories, macaroni factories and laundries, and the minimum weekly rate varied from \$9.50 to \$12. The maximum hours per week ranged from 48 to 52. Under these first laws, the rates were based on a cost-of-living budget for a single woman, determined after inquiry by the Board.

Fair Wages

Legislation to insure the payment of "fair wages" to persons employed on all public works and Government contracts preceded any other regulation of wages, and was first passed in New Brunswick in 1913. Some steps had been taken earlier to ensure fair wages on undertakings in which Government funds were involved. The Legislatures of British Columbia and Ontario had followed the example of the Federal Parliament in passing fair wages resolutions in 1900. In addition, some of the Provinces had inserted a fair wage clause in railway, highway and mines Acts. "An Act respecting public works" enacted in Saskatchewan in 1916 required the payment of "fair wages" on government work in that Province.

The principle of fair wages has been observed more widely in the Province of Manitoba than in any other. In 1916 that Province made statutory provision for carrying out the fair wage policy which had been adopted by resolution of the Legislature in 1907 and which had been in practice in the City of Winnipeg even prior to that time. The Fair Wage Act of 1916 established a Fair Wage Board with equal representation of employers and employees and an official of the

Department of Public Works as chairman. The Board was to recommend to the Minister minimum rates of wages per hour and maximum hours per day for employees on public works. The unions had succeeded in having set out in the Act the provision that the Board was to accept rates prevailing among organized workers where collective agreements were in effect as the prevailing rates. The Board was set up in 1917 and annual schedules of wages and hours for public works have been issued by the Minister since that time.

Ontario's Leadership in Compensation

The other major landmark in labour legislation in the period was the new type of workmen's compensation law enacted by Ontario in 1914. Behind this move for new legislation was the demand for a greater measure of protection for the worker injured in the course of his employment, and at the same time a desire on the part of employers to find an easier way of meeting compensation costs.

In June, 1910, the Ontario Government appointed Sir William Meredith to make inquiries "as to the laws relating to the liability of employers to make compensation to their employees for injuries received in the course of their employment which are in force in other countries and as to how far such laws are found to work satisfactorily."

Three years later, the Commissioner reported:—

There are two main types of compensation laws. By one of them the employer is individually liable for the payment of it, and that is the British system.

By the other, which may be called the German system, the liability is not individual but collective, the industries being divided into groups, and the employers in the industries in each group being collectively liable for the payment of the compensation to the workmen employed in those industries—practically a system of compulsory mutual insurance under the management of the State. The laws of other countries are of one or other of these types, or modified forms of them, and in most, if not all of them, in which the principle of individual liability obtains, employers are required to insure against it.

After examining both systems thoroughly, the Commissioner concluded that a compensation law framed on the main lines of the German system was better suited to the circumstances and conditions of Ontario than the British system. He submitted a draft Bill embodying the collective liability principle, the advantages of which he summed up as follows:—

It is in my opinion essential that as far as is practicable there should be certainty that the injured workman and his dependants shall receive the compensation to which they are entitled, and it is also important that the small employer should not be ruined by having to pay compensation, it might be, for the death or permanent disability of his workmen caused by no fault of his. It is, I think, a serious objection to the British Act that there is no security afforded to the workman and his dependants that the deferred payments of the compensation will be met, and that objection would be still more serious in a comparatively new country such as this, where many of the industries are small

and conditions are much less stable than they are in the British Isles.

Under the new Ontario Act which came into force on January 1, 1915, it was no longer necessary for a workman to show negligence on the part of the employer personally or of persons employed by him in a supervisory capacity.

The employer was presumed to be liable in all cases of injury or of certain industrial diseases in occupations to which the Act applied except where the accident did not disable the workman for at least seven days or where the accident was attributable to the serious and wilful misconduct of the workman. However, even in the latter case, if the injury resulted in serious disablement or death, the workman or his heirs were entitled to compensation. The benefits provided were in lieu of the right of action for damages at law. A workman under the Act could not sue his employer in court.

To administer the Act, a Workmen's Compensation Board of three members was established. This Board was to classify the industries under the Act according to their hazard and set a contribution rate, a percentage of payroll, for each class, sufficient to take care of all accident costs in the class. The Board was given power to administer the Accident Fund, which was supported by the resources of the Provincial Treasury, and to deal with claims for compensation. No contributions to the Fund from employees either directly or indirectly were permitted. The Board was to have exclusive jurisdiction and its decisions were not subject to review by any court.

For permanent disability a workman was entitled to receive weekly compensation equal to 55 per cent of his average wage for the previous 12 months. In the event of his death his widow was to receive a monthly benefit of \$20 plus \$5 for each child under 16, up to a maximum of \$40 a month.

Other Provinces had also found their individual liability laws inadequate, for in the next five years, five workmen's compensation statutes of the collective liability type were enacted—Nova Scotia, 1915; British Columbia, 1916; Alberta and New Brunswick, 1918; and Manitoba, 1920.

In 1918 Parliament passed the Government Employees' Compensation Act which provided compensation to federal employees for accidents occurring in the performance of their duties. Under this Act compensation is payable according to the law of the province in which the accident occurs, and the amount is determined by the provincial Workmen's Compensation Board, and paid by the Federal Government. A year before the passing of the Act the Federal Government had taken over the Canadian Northern Railway so that a large number of railway employees were protected by the federal Act.

Grants for Technical Schools

The war years had revealed the need for clearance of information concerning jobs and unemployed workers, for more public employment offices than the provinces had provided, and for increased facilities for technical training. Employment services (before the 1940 amendment to the B.N.A. Act), and education, including vocational education, came within

the provincial authority. In order that there might be nation-wide, uniform development in both fields, legislation providing for conditional grants was passed by the Federal Parliament.

In 1913 a Royal Commission on Industrial Training and Technical Education had submitted a report recommending a system of technical education for Canada which while preserving provincial control, encouraging local initiative and developing local responsibility, would involve a generous measure of encouragement by the Federal Government in the way of financial aid. The Commission pointed out that Canada was behind the times, "an interested and debating spectator of the movements for industrial efficiency". In 1919 Parliament passed the Technical Education Act, under which the sum of ten million dollars was set aside for conditional grants to the Provinces during the ensuing ten years to assist any form of technical education deemed necessary or desirable in promoting industry and the mechanical trades. The amount was to be divided among the provinces on the basis of population and the grant to any province in any year had to be matched by a corresponding expenditure by the province.

Dominion-Provincial Employment Service

Legislation to provide for a national chain of employment offices also resulted from a long felt need accentuated by the war. The Trades and Labour Congress, since the beginning of the century, had been advocating free employment exchanges. In the early 1900's, employers' and workers' groups

argued the question whether there were sufficient workers in the country to meet the needs of industry and the lack of information on available labour and employment opportunities became evident. This controversy centred around immigration which organized labour sought to limit and employers' associations sponsored.

In 1905, the Trades and Labour Congress passed a resolution urging that the provincial Legislatures be asked to establish employment bureaus in all the leading Canadian cities. They pointed out that there was no method of obtaining correct information or statistics. The 1909 proceedings of the Congress report a discussion of the abuses of commercial employment bureaus, particularly in Montreal. They were described as "places of exploitation of labour" and the Convention passed a resolution asking once again for government-operated employment offices. During the war the shortage of labour had brought to the fore the problem of labour distribution and the lack of facilities to deal with it, and it was seen that some organization was necessary to meet the problems of demobilization and reconstruction.

The Employment Offices Co-ordination Act of 1918 provided for federal financial contributions in the form of conditional grants toward the setting up or extending of public employment offices in each province, the administration remaining in the hands of the province. It was recognized that the exchange of labour between provinces could not be carried on by purely provincial machinery, and the Act aimed at providing the co-ordination necessary to enable the provincial systems to function as part of a national organization.

Prior to the passing of the Act some provinces had set up a system of offices and some municipalities gave a limited service. Quebec and Ontario had offices in some of the larger cities. The western provinces had organizations mainly designed to meet the need for seasonal agricultural labour. Several provinces took steps to abolish or regulate private employment agencies in 1919 and 1920.

The founding of the International Labour Organization and its first meeting in 1919 marked the beginning of a new influence on labour legislation.

1920-1930

The Enactment of the First Hours of Work Act—Improvements in Existing Labour Laws—Dominion-Provincial Co-operation in Industrial Disputes Legislation.

The nations of the world by the Peace Treaty have adopted principles which until now were but ideals. As Canada is just entering the stage of greatest development we have an opportunity unique among the nations for growth in harmony with those new principles.—Report of the Royal Commission on Industrial Relations, 1919.

* * *

The working hours of persons employed in any . . . industrial undertaking . . . shall not exceed eight in the day and forty-eight in the week.—British Columbia Hours of Work Act, 1923.

A keener interest in social legislation following the war had found expression in the Treaty of Versailles itself and in the setting up of the International Labour Organization. In Canada, the end of war activities created unemployment and labour unrest, manifested in the Winnipeg strike of 1919. A rapid fall in prices and wages in 1920 marked the beginning of a brief depression. Trade union membership fell to 313,320 in 1921. By 1924, employment had returned to a high level, and prosperity continued until the crash of 1929.

In this decade the Federal Government for the first time was under pressure to take some responsibility for the relief of distress caused by unemployment. The movement to adopt international standards set by the International Labour Organization led to amendments to the Canada Shipping Act to give effect to four Conventions. In the provinces, an Hours of Work Act and a Maternity Protection Act were passed in British Columbia, and weekly rest Acts in Manitoba and Saskatchewan, patterned on I.L.O. Conventions. The Apprenticeship Act in Ontario was a new venture, as was the enactment of a Minimum Wage Act for men in British Columbia, and important changes were made in some of the existing labour laws in several provinces.

In September, 1922, a Dominion-Provincial Conference was convened by the Government of Canada "to consider the problem of unemployment as well as aspects of other industrial and social questions which have been the subject of action at the International Labour Conference". A brief presenting the views of

organized labour stated that the provision of employment is a joint responsibility of the federal, provincial and municipal authorities to be effected by a program of public works for slack periods, by limiting the working day to eight hours, by financial backing for a housing program, and by restricting immigration.

The brief also recommended the development of the employment service and the institution of a system of unemployment insurance to be administered by the Federal Government. The Conference, however, did not lead to any direct Government action, the tone of it being summed up in the words of the Prime Minister, "It is desirable that in all our activities we proceed on the basis of individual self-help in the first instance, with community co-operation as the next step and government assistance only as the last and inevitable resort". Among the resolutions passed by the Conference was one stating "that the problem of unemployment is primarily one of industry and that every effort should be made in industry to prevent the occurrence of unemployment".

Some federal assistance was given, however, in emergency situations in the early '20's and with the advent of the depression in 1929, new measures to deal with unemployment relief were necessary. At a special session of Parliament called in September, 1930, the first federal Unemployment Relief Act was passed. It appropriated a sum not exceeding twenty million dollars for unemployment relief. This sum could be used for public works projects carried on directly by the Federal Government and also for aid to provinces and municipalities

for expenditures in connection with unemployment in accordance with agreements to be made between the Minister of Labour and the provinces. The agreements were to provide for "fair wages" and an 8-hour day for all workers engaged on relief work.

Fair Wages Order in Council

In 1922 the Fair Wages Policy first adopted by the Resolution of 1900 was stated in an Order in Council (P.C. 1206) setting out the conditions to be inserted in contracts for construction works and for equipment and supplies manufactured for the use of the Government. The Minister of Labour was given the definite responsibility for administering the Fair Wages Policy. In 1930 by enacting the Fair Wages and Eight Hour Day Act the Government for the first time fixed a definite limit of eight hours a day for persons employed on public works of construction and repair. The 1930 Act was repealed in 1935 but re-enacted with the additional restriction of hours to 44 a week, and the extension of its application to works assisted by federal funds.

IDI Act Validity

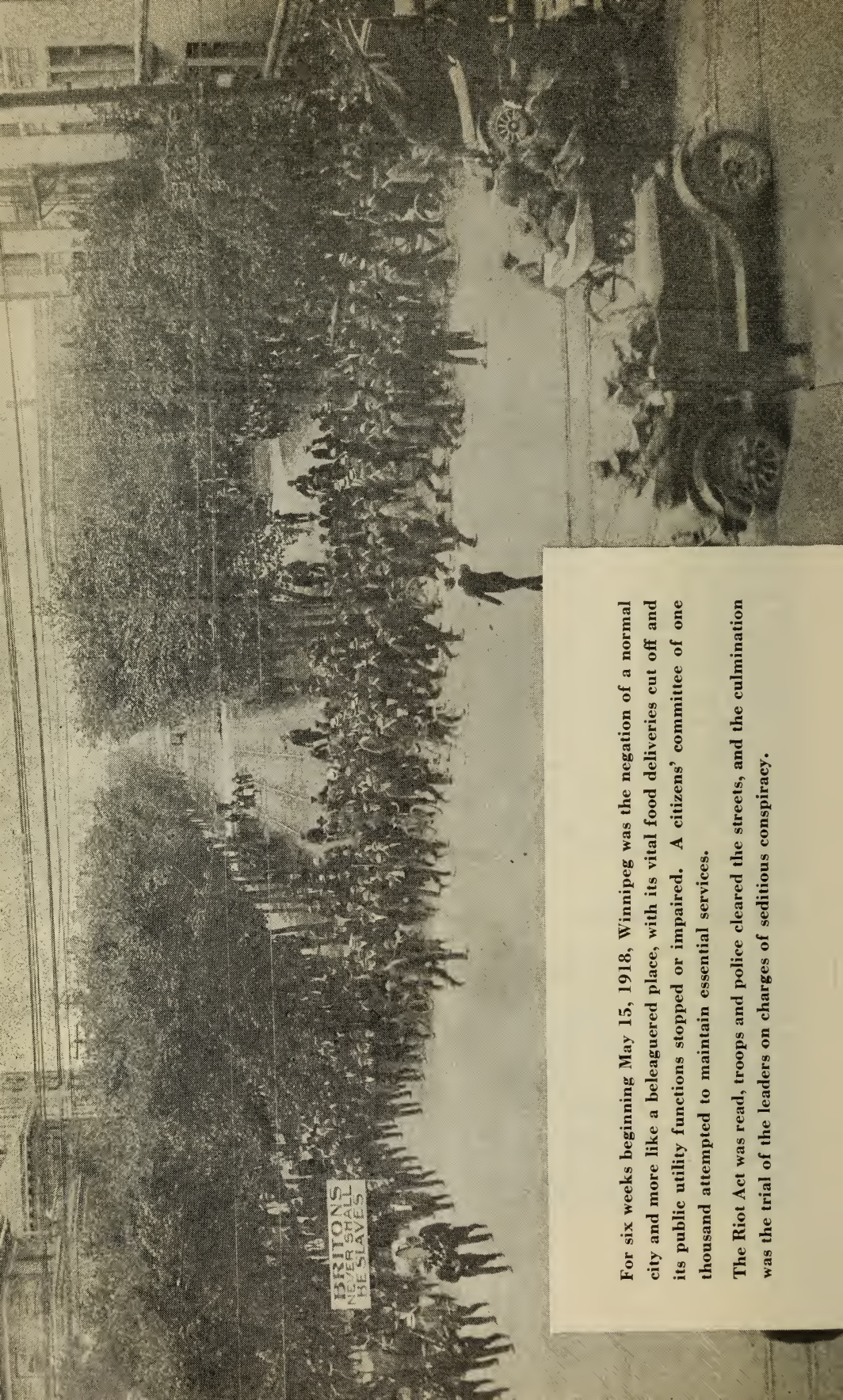
In 1923 the Toronto Electric Commissioners challenged the validity of the Industrial Disputes Investigation Act under which a board of conciliation and investigation had been appointed on the application of the Commission's employees to inquire into a dispute. The Commission objected to the appointment of a board on the grounds that the Federal Government did not have power

to deal with matters of contract (being civil rights) or especially with a municipal institution. The validity of the I.D.I. Act had previously been upheld by a Quebec Superior Court in 1911 in a public utility case on the grounds that the subject matter had a general or national importance and was connected with the peace, order and good government of Canada. The Toronto case was taken to the Privy Council and the decision of the Council given early in 1925 was that the I.D.I. Act as affecting cases of this kind was *ultra vires* of the Federal Parliament. This was one of several Privy Council decisions narrowing the interpretation of the Federal power in respect to labour matters.

Parliament then amended the Act to make it apply to disputes within its scope in works which were within the jurisdiction of the Federal Government and to disputes within its scope in works within the jurisdiction of any province which by legislation of the province were made subject to the provisions of the federal Act. Between 1925 and 1932, all provinces except Prince Edward Island enacted laws bringing the I.D.I. Act into force in their respective jurisdictions.

Shipping Act Amendments

In 1924 Parliament amended the Canada Shipping Act to give effect to four I.L.O. Conventions affecting vessels engaged in maritime navigation. Three of the Conventions were concerned with employment of young persons. The employment of children under 14 was prohibited, and young persons between 14 and 18 were required to be examined by an
(Continued on page 1432)



For six weeks beginning May 15, 1918, Winnipeg was the negation of a normal city and more like a beleaguered place, with its vital food deliveries cut off and its public utility functions stopped or impaired. A citizens' committee of one thousand attempted to maintain essential services.

The Riot Act was read, troops and police cleared the streets, and the culmination was the trial of the leaders on charges of seditious conspiracy.

The Winnipeg General Strike

The Winnipeg General strike began with a work stoppage of building unions and metal trades workers, over the issue of wages and the right to bargain, and rapidly developed into a general strike, spreading in sympathy strikes to other cities. At its height it involved 45,000 workers in Winnipeg and elsewhere, and caused a time loss of over 1,000,000 days.

*This entitles
J. J. Foster.
to place in cold
storage canned eggs*



After a one-day suspension of bread and milk deliveries the Strike Committee instructed drivers to return to work. Delivery vehicles carried placards: "Permitted by Authority of the Strike Committee".

PERMITTED BY
AUTHORITY OF
STRIKE COMMITTEE



approved doctor before taking employment, and every year thereafter. Their employment was made conditional on a medical certificate attesting fitness for such work. Eighteen was made the minimum age for employment as trimmers or stokers. The other Convention concerned unemployment indemnity to seamen in case of loss or foundering of their ship. An amendment to the Act provided that seamen employed on such ships should continue to receive from their employers their regular wages for any resulting period of unemployment not exceeding two months.

ILO Influence on Provincial Legislation

British Columbia at the first session of its Legislature in 1921 passed five laws inspired by and modelled on ILO Conventions, subject to the condition that they would go into effect only when other provinces enacted similar legislation. This was an experiment to overcome the natural hesitation of one province to subject its industries to restrictions which other provinces did not impose. The five Acts dealt with the employment of women during the night; the employment of women before and after childbirth; the night employment of young persons in industry; the minimum age for employment of children; and the limitation of hours of work in industrial undertakings. The other provinces did not enact similar legislation, so the experiment failed as a means of attaining uniformity.

However, in the same year one of these measures, the Maternity Protection Act, was made law in the Province, the first of its kind

to be passed in Canada. This Act forbids the employment of a woman in any industrial or commercial undertaking during the six weeks following her confinement and permits her on production of the necessary medical certificate to leave her work six weeks previous to the probable date of confinement. Employers are forbidden to dismiss employees so absenting themselves from work.

In 1923, although no action had been taken by the other provinces, British Columbia passed an Act to establish an eight-hour day and 48-hour week in mining, manufacturing, logging and construction industries. This Act was notable in that it was the first to restrict the hours of adult male workers. Up to this point the concern of the Legislatures had been to limit hours of women and young persons. A tripartite Board of Adjustment was set up to administer the Act with authority to grant exemptions from the 8- and 48-hour limits set by the Act after full inquiry and within certain defined limits.

A Weekly Rest-day Convention had been adopted by the ILO in 1921 and in the years following the unions sought provincial legislation to implement it. Manitoba enacted a One Day's Rest in Seven Act in 1928 requiring employees in most industries in cities to be given a rest of 24 consecutive hours each week. Saskatchewan passed a similar Act in 1930. There had been two earlier weekly-rest Acts, in Quebec and Ontario, but these were limited to persons employed in hotels and restaurants. The Quebec Act was passed in 1918 and amended in 1925 to stipulate that the rest-day should consist of 24 consecutive hours.

Ontario established a weekly day of rest for workers in hotels and restaurants in 1922.

First Apprenticeship Act

Beginning after the war, employers in the construction industry and organized labour became increasingly aware of the need for an apprenticeship plan to provide adequate training facilities for young persons entering skilled trades. The Industrial Relations Committee of the Canadian Manufacturers' Association reported to the 1928 annual meeting that employers in the building industry in Ontario had requested apprenticeship legislation "as a means of meeting the serious situation which confronted them due to the fact that in recent years the supply of British artisans has been almost entirely cut off while there are practically no Canadians coming forward to fill up the gaps."

The 1928 Ontario Act, the first of its kind in Canada, made provision for Government supervision of an apprenticeship program. It applied at first to nine designated building trades. The scheme was to be administered by the Minister of Labour with the assistance of a Provincial Apprenticeship Committee representing employers' and workers' organizations in the construction industry and the Technical Branch of the Department of Education, under an independent chairman. There were also to be district apprenticeship councils which consisted of one employer and one employee in each designated trade and a chairman appointed by the Minister. There was to be an Inspector of Apprenticeship whose salary was paid by the Province. The wages of the apprentices were to be paid by employers.

First Minimum Wage Law for Men

In 1925 British Columbia enacted a Minimum Wage Act applying to men, the first in Canada. Not until the next decade did any other province follow its example, although a general interest was growing in the idea of a legal minimum wage for all workers. The Act was first administered by the Board of Adjustment set up under the Hours of Work Act, and after 1929 by a Male Minimum Wage Board.

The important developments relating to minimum wages for women were a new Act in Alberta in 1922 and one in Nova Scotia in 1924 replacing the 1920 Act which had never come into operation. Provision was made for setting up a minimum wage board, but this was not done until 1930. In Alberta a board appointed in 1922 superseded the Advisory Committee which had been functioning under the Factories Act.

These minimum wage laws were brought into operation without any serious opposition although the validity of orders made under the first Alberta Act and the Male Minimum Wage Act of British Columbia was contested in the courts. In each case the orders were found invalid, and the result was that the first Acts were replaced in both instances by new Acts giving specific legislative endorsement to the practices of the Boards.

There was considerable interest in what effect the setting of minimum rates would have on wage rates generally, and there was some fear that "the minimum tends to become the maximum". Several inquiries in the 1920's after some years of minimum

wage operation indicated that this was not the case, and minimum wage legislation appeared to have raised the whole wage scale in the industries covered by minimum wage orders.

Hours Regulation

During the decade the unions continued to press for an 8-hour day by legislation but aside from the British Columbia Act already mentioned there was no other legislation of general application establishing this standard. However, some important steps were taken in hours regulation.

At the end of the previous decade Saskatchewan had changed its factory law to reduce maximum working hours of women and young persons to eight and 48. A revised factory act in Alberta in 1926 set nine and 54 hours as the maximum in factories, shops and offices for both men and women, and provided for the appointment of a commission to consider the advisability of 8- and 48-hour limits. The Commission which reported in February, 1927, was not prepared to recommend adoption of the 8-hour day or 48-hour week partly because so many of the important industries of Alberta were closely related to agriculture and because of the seasonal nature of other industries but mainly because of the danger of competition from outside points where there would be no similar restriction as to hours. They concluded that

Only through the co-operation of all the provinces can the suggested limitation of hours of labour be safely put into effect. To be satisfactorily effective any such law should be national in extent.

In Quebec, the Industrial and Commercial Establishments Act was amended in 1930 to make 55 hours the maximum for women and boys under 18 in all factories. From 1912 on, this 55-hour limit had been in effect in cotton and woollen mills.

In 1921 Ontario established the double platoon system of fire-fighters in the larger centres. Firemen's hours on duty had been extremely long in Canadian cities. The Royal Commission in 1889 made special reference to long hours of labour of firemen in Montreal, who, they stated, were compelled to remain on duty almost without relief.

Each man receives permission to absent himself from the engine-house only once a week, and then he may be absent only four hours. Surely the necessities of the department are not so great as to compel a man to separate himself from his family for 164 out of each 168 hours.

Custom had established shorter hours in the meantime, and support for the two-platoon system grew up following its introduction in some cities in the United States. The *LABOUR GAZETTE* reported in 1917 that "while the majority of opinion would seem to be greatly in favour of the two-platoon system, it is not unanimous", and quoted the Fire Chief of New York City as saying "A fireman's day is 24 hours; he is not working, he is waiting. The business demands eternal vigilance."

The Ontario Act was followed by similar legislation in British Columbia in 1923, in Alberta in 1924 and in Nova Scotia in 1927. Under these Acts, one of two systems could be followed. A platoon might be 24 consecutive hours on duty and the following 24 consecutive hours off duty. The second

system gave one platoon 10 consecutive hours day work while the other platoon took the remaining 14 hours night work, the two platoons changing every seven days from day to night duty.

In 1924 an amendment to the Coal Mines Regulation Act in Nova Scotia provided that a miner below ground should not be employed at his working place for more than 8 hours in a day. The Act only established by law conditions which were already in existence under agreement in the mines of the Province.

Other Advances

In the main the developments in factory legislation in the 1920's were in the nature of a tightening up of regulations in the various provinces to meet some definite abuse. For instance, in British Columbia the exemption with respect to employment of children in fish canning and fruit packing was removed by an amendment to the Act in 1927. In this period, too, provincial Departments of Health were developing their services and provincial health officers were beginning to be given some definite responsibility for health conditions in industrial establishments. The revision of the Alberta Factories Act in 1926 provided that in respect to sanitary measures the provincial Medical Officer of Health could act jointly with or independently of factory inspectors.

Two tendencies marked the changes in workmen's compensation legislation in the period, a liberalizing and extension of benefits and a movement towards uniformity in the provisions of the various laws. A new feature incorporated in the Ontario Act in 1924—provision for rehabilitation and re-training of disabled workers—was adopted by Manitoba in 1925, Nova Scotia in 1927 and Alberta in 1928. Additional diseases were made compensatable. Successive upward changes were made in the rate of compensation paid for permanent and temporary disability, the highest being the Alberta rate fixed in 1928 of 66⅔ per cent of average weekly earnings. In 1929 Saskatchewan enacted a Workmen's Compensation Act similar to the six collective liability statutes then in effect. Two years later Quebec, after experimenting with successive individual liability statutes, also established a system of collective insurance. Benefits under the Saskatchewan and Quebec Acts were as liberal as those then provided by any other provinces, total disability being compensated at the rate of 66⅔ per cent of the workman's average weekly earnings.

The period of prosperity ended with the close of the decade. The labour legislation of the next ten years was to be closely associated with the effects of depression.

(Continued on page 1442)

HIGHLIGHTS IN LABOUR

1900-

Enactments of the Parliament of Canada

The Parliament of Canada, under the B.N.A. Act, may enact laws concerning trade and commerce, navigation and shipping, the criminal law, fisheries, naturalization and aliens, unemployment insurance, interprovincial or international transportation and communication agencies, and such local works and undertakings as may be declared by the Parliament of Canada to be for the general advantage of Canada or of two or more provinces. In addition, Parliament may enact laws for the peace, order and good government of Canada in relation to all matters not coming within the classes of subjects assigned exclusively to the provinces.

1900 Conciliation Act.

Established Federal Department of Labour. Provided for conciliation on request of parties to a dispute.

Fair Wages Resolution.

Beginning a policy of "fair wages" on Government contracts.

1903 Railway Labour Disputes Act.

Provided for conciliation in disputes involving railway workers.

1906 Lord's Day Act.

Prohibited employment on Sunday, except in "works of necessity or mercy".

Conciliation and Labour Act.

Consolidation of Conciliation Act and Railway Labour Disputes Act.

1907 Industrial Disputes Investigation Act.

Compulsory investigation of a dispute before strike or lockout could legally take place. Applied to mines, transport, communication and public utilities.

LEGISLATION IN CANADA

-1950

Enactments of the Provincial Legislatures

The Provincial Legislatures, under the B.N.A. Act, have exclusive power in relation to "property and civil rights in the province", municipal institutions, and with certain exceptions "local works and undertakings". Protective labour legislation is law in relation to civil rights, since it imposes conditions on the employer's and workman's free right of contract. Accordingly, the provinces have assumed responsibility for regulation and inspection of factories, mines, shops and other workplaces; laws concerning wages and hours; child labour; workmen's compensation; licensing of workmen; and labour relations in undertakings not subject to Federal jurisdiction. Education, including vocational education, is also under the control of the provinces.

1900 *Manitoba Factories Act.*

(Preceded by Ont. 1884; Que. 1885. Followed by N.S. 1901; N.B. 1905; B.C. 1908; Sask. 1909; Alta. 1917.)

1901 *Quebec Trade Disputes Act.*

Provided for conciliation and voluntary arbitration.

1904 *British Columbia Coal Mines Regulation Act amended.*

Amended to provide for 8-hour day underground. (Followed by Alta. 1908; N.S. 1924; Sask. 1932; N.B. 1933.)

1906 *Alberta Steam Boilers Act.*

(Preceded by Man. 1894; B.C. 1899. Followed by Sask. 1906; Ont. 1910; N.S. 1914; Que. 1933; N.B. 1937, in force 1943; P.E.I. 1948; Nfld. 1949. Before enactment of separate Acts, there was boiler inspection under factory Acts in several provinces, Que. from 1893, Ont. from 1900, N.B. from 1920.)

1914 *Ontario Workmen's Compensation Act.*

Collective liability system. (Followed by N.S. 1915; B.C. 1916; Alta. and N.B. 1918; Man. 1920; Sask. 1929; Que. 1931; P.E.I. 1949; Nfld. 1950.)

Enactments of the Parliament of Canada

—Continued

1909 Labour Department Act.

Created separate Labour portfolio.

1914 War Measures Act.

Empowered the Federal Government to take any necessary measures for the national defence and welfare.

1918 Government Employees' Compensation Act.

Provided for compensation to Federal Government employees at the rate set by the Act of the province where the accident occurs. Replaced 1947.

Employment Offices Co-ordination Act.

Conditional grants to employment offices administered by provinces.

1919 Technical Education Act.

Ten million dollars to promote technical education in the provinces.

1922 Fair Wages Order in Council.

1925 I.D.I. Act amended.

Following Privy Council decision, the Act was amended to enable it to apply, through joint action of Parliament and Provincial Legislatures, to the same field as before.

1930 Fair Wages and Eight Hour Day Act.

Applied to Government construction projects.

Unemployment Relief Act.

First of eleven annual statutes providing federal financial contributions to relief.

1934 Canada Shipping Act.

Amended and consolidated.

Criminal Code amended (501 (g)).

Clause added concerning picketing.

1935 Fair Wages and Hours of Labour Act.

Replaced Fair Wages and Eight Hour Day Act. Also established 44-hour week on construction works.

Minimum Wages Act.

Limitation of Hours of Work Act.

Weekly Rest In Industrial Undertakings Act.

Employment and Social Insurance Act.

} Declared *ultra vires*, 1937.

Enactments of the Provincial Legislatures

—Continued

1916 Manitoba Fair Wage Act.

Provided for fair wages on public construction works. Extended in 1934 to certain private construction works. Amended in 1938 to add Part II providing for the fixing of wages and hours in certain industries by procedure similar to that under Industrial Standards Acts.

1917 British Columbia Department of Labour Act.

(Followed by Ont. 1919; Que. 1931; Man. 1931, in effect 1934; N.S. 1932; Nfld. 1933; N.B. and Sask. 1944; Alta. (Department of Industries and Labour) 1948. Earlier Bureaus of Labour in most provinces.)

1918 Manitoba Minimum Wage Act.

(Followed by B.C. 1918; Que. and Sask. 1919; N.S. 1920, in effect 1930; Ont. 1920; Alta. 1922; N.B. 1936, replaced 1945; Nfld. 1947, replaced 1950. Applied to men: B.C. 1925; Man. and Sask. 1934; Alta. and N.B. 1936; Ont. and Que. 1937; Nfld. 1947, replaced 1950.)

1921 British Columbia Maternity Protection Act.

1923 British Columbia Hours of Work Act.

(Followed by Alta. 1936; Ont. 1944; Sask. 1947; Man. 1949.)

1924 Quebec Professional Syndicates Act.

Provided for the incorporation of unions.

1925 British Columbia Industrial Disputes Investigation Act.

(Followed by Man., Sask., N.B. and N.S. 1926; Alta. 1928; Ont. and Que. 1932.) Applied federal I.D.I. Act to disputes as defined in that Act which were within provincial jurisdiction.

1928 Ontario Apprenticeship Act.

(Followed by B.C. 1935; N.S. 1937; Alta., Man., N.B., P.E.I. and Sask. 1944; Que. 1945.)

Manitoba One Day's Rest in Seven Act.

(Followed by Sask. 1930; in hotels and restaurants, Que. 1918 and Ont. 1922. Weekly rest provided under hours legislation in Alta. 1936; N.S. 1937; under minimum wage orders in Que. and B.C.)

1934 Quebec Collective Labour Agreements Extension Act.

1935 Ontario Industrial Standards Act.

(Followed by Alta. 1935; N.S. 1936; Sask. 1937; N.B. 1939.)

1937 Nova Scotia Trade Union Act.

(Followed by B.C. Industrial Conciliation and Arbitration Act 1937; Alta. Industrial Conciliation and Arbitration Act 1938; Man. Strikes and Lock-

Enactments of the Parliament of Canada

—Concluded

1936 National Employment Commission Act.

Set up a commission to recommend remedies for unemployment.

1939 Criminal Code amended (502A).

Made it unlawful for an employer to dismiss workman for union activity.

I.D.I. Act extended.

Applied by Order in Council under War Measures Act to war industries.

Youth Training Act.

Provided assistance to provinces for three-year period in carrying out approved schemes for the training of unemployed young persons.

1940 Unemployment Insurance Act.

Established a contributory system of unemployment insurance covering most employed persons.

1942 Vocational Training Co-ordination Act.

Provided for a Dominion-Provincial vocational training program on a permanent basis.

1944 Wartime Labour Relations Regulations (P.C. 1003).

Imposed legal obligation on the employer and employees' bargaining representatives to negotiate with each other in good faith. I.D.I. Act suspended.

1946 Merchant Seamen Compensation Act.

Gave statutory form to wartime regulations providing benefits to injured seamen. Based on individual liability of employer who is required to carry insurance.

1948 Industrial Relations and Disputes Investigation Act.

Combined compulsory collective bargaining provisions of P.C. 1003 with conciliation and investigation features of I.D.I. Act. Repealed I.D.I. Act and revoked P.C. 1003.

1950 Unemployment Insurance Act amended.

Provided for supplementary benefits during winter season.

Enactments of the Provincial Legislatures

—Concluded

1937 Nova Scotia Trade Union Act.—Continued

outs Prevention Act 1938; N.B. Labour and Industrial Relations Act 1938; Sask. Freedom of Trade Union Association Act 1938; Ont. Collective Bargaining Act, 1943.) All these statutes dealt with freedom of association. The Alta., B.C., Man. and N.B. Acts also provided machinery for the settlement of disputes.

1944 Manitoba Wartime Labour Relations Regulations Act.

Made P.C. 1003 applicable to industries under provincial jurisdiction. (Similar legislation enacted by B.C., N.B., N.S., Ont. and Sask. in the same year. The Sask. Act was repealed in the same year by the Trade Union Act.)

Quebec Labour Relations Act and Public Services Employees Disputes Act.

Saskatchewan Trade Union Act.

Ontario Rights of Labour Act.

Ontario Hours of Work and Vacations with Pay Act.

(Followed by Sask. 1944, in force 1946; B.C., Que. and Alta. 1946; Man. 1947.) Provided for one week's annual vacation with pay; in Sask., for two weeks.

British Columbia Control of Employment of Children Act.

1945 Prince Edward Island Trade Union Act.

Prince Edward Island Minimum Age for Industrial Employment (International Labour Convention) Act.

1947 Alberta Labour Act.

Consolidated previous statutes dealing with hours, minimum wages, labour welfare, holidays, industrial standards, conciliation and arbitration.

British Columbia Industrial Conciliation and Arbitration Act.

Repealed 1937 Act.

Nova Scotia Trade Union Act.

Repealed 1937 Act.

Saskatchewan Bill of Rights Act.

Forbade discrimination with respect to employment on racial or religious grounds.

1948 Manitoba Labour Relations Act.

(Followed by Ont. 1948; N.B. 1949; Nfld. 1950.) Similar to federal Industrial Relations and Disputes Investigation Act. (Ontario Act replaced in 1950.)

1930-1940

Relief Acts and Unemployment Insurance—Application of Minimum Wage Laws to Men—New Type of Wage and Hour-Fixing—First Statutes to Promote Collective Bargaining.

Unfair trade practices and other abuses, while they exist in prosperity, are nevertheless thrown into bold and challenging relief by depression. . . . Moreover, depression provides more opportunity for and greater temptation to indulge in unfair practices, because the very necessities of a shrinking volume of trade put the weak and unorganized in a less favourable bargaining position than ever in relation to the strong and the organized.—Report of the Royal Commission on Price Spreads, 1935.

* * *

Every employer shall recognize and bargain collectively with the members of a trade union representing the majority choice of the employees eligible for membership in said trade union.—Nova Scotia Trade Union Act, 1937.

The early thirties were characterized by mass unemployment with a consequent collapse in standards of wages and working conditions. All governments, municipal, provincial and federal, were faced with the responsibility of providing a means of livelihood for a large proportion of the population, and sought remedies in direct relief and public works projects.

When employment improved in the middle thirties, new legal standards were set for men as well as women in regard to wages and hours; the principle was adopted of making binding, by Government order on all employers and workers in an industry, the wages and hours agreed upon by a preponderant group in the industry; and seven provinces enacted legislation affecting the right to organize and bargain collectively.

Problems of Relief

The program of federal assistance to meet the problem of

unemployment which had been begun in the Unemployment Relief Act of 1930 was continued until 1941. It was provided by means of eleven successive relief acts, one in each year 1930 to 1940, on the premise that the constitutional responsibility for relief was municipal and provincial, and that federal aid was being given temporarily in an emergency.

An Act of Parliament in 1936 set up a National Employment Commission to inquire into means of maintaining and increasing employment, and to review and make recommendations concerning the unemployment and relief situation. In its final report in 1938 the Commission held that the Federal Government had a definite responsibility in regard to the employable unemployed and recommended that it be met by the development of a nationally administered unemployment insurance and employment service plan. The Rowell-Sirois Commission on Dominion-Provincial Rela-

tions appointed in 1937 reached the same conclusion in its report published in 1940:

The experience of the past decade is conclusive evidence that unemployment relief should be a Dominion function. By unemployment relief we mean relief or aid for unemployed employables as distinct from unemployables.

During the period of the Relief Acts there were various special activities in connection with unemployment which the Federal Government directly financed and administered. These included aid for single homeless men, unemployed farm workers, western farmers, land settlement, special work projects and youth training. In 1937 following a recommendation of the Youth Employment Committee of the National Employment Commission, one million dollars was set aside for the training of unemployed young people in accordance with plans submitted by the provincial governments. A program was developed to provide training in industry, forestry, mining, agriculture and domestic service. This program was continued and expanded in 1938. In 1939 it was brought under a separate Act, the Youth Training Act, with its own appropriation provided for a three-year period. A Dominion supervisor of youth training was appointed. This Act was an important step in the development of a long-term Dominion-Provincial vocational training program. The whole scheme for the relief of the unemployed, with the exception of the youth training grants, came to an end on March 31, 1941. Unemployment had virtually disappeared due to wartime economic activity.

In the meantime, pressure from various groups including trade unions had led to the passing of an Employment and Social Insurance Act in 1935. This Act, on which high hopes had been placed in the worst years of unemployment, was found to be outside the powers of the Federal Government. There was general recognition of the need for a national unemployment insurance plan, and the B.N.A. Act was amended on July 10, 1940, to place unemployment insurance among the matters exclusively within the jurisdiction of the Parliament of Canada. The following month the Unemployment Insurance Act was passed.

Regulation of Working Conditions of Seamen

In 1934 the Canada Shipping Act was revised and consolidated, following the passage of the Statute of Westminster in 1931 under which the Parliament of Canada was left entirely free to enact any legislation for the regulation of Canadian merchant shipping. Shipping laws of the United Kingdom were in effect in Canada up to the time of Confederation, and, while after that time Canada began to enact merchant shipping laws of her own under the authority granted by the B.N.A. Act, they were subject to the limitation imposed by an Imperial statute that these enactments should not come into operation until approved and confirmed by the British Crown.

The revised Act of 1934 incorporated sections of British and previous Canadian legislation and provisions implementing certain International Labour Conventions. These included the Convention regarding the protection of work-

ers loading and unloading ships and the Convention regarding the marking of weights on heavy packages transported by vessels, as well as the four Conventions mentioned earlier.

Along with measures for the protection of passengers and cargoes of vessels, the Act contains protective measures for the employment and welfare of seamen. It includes provisions concerning the engagement and discharge of seamen, rights of seamen in respect to the payment of wages, provisions for the relief and repatriation of distressed seamen, and for the treatment of sick mariners. To ensure the safety of shipping, provision is made for an inspection service.

Picketing

Another important enactment of the Parliament of 1934 was an amendment to the Criminal Code in regard to picketing. Section 501 declares that "watching or besetting" the residence or place of business of anyone with a view to compelling him "to abstain from doing anything which he has a lawful right to do, or to do anything from which he has a lawful right to abstain" is unlawful. This section was amended in 1934 by adding a qualifying clause which provided that "attending at or near" a house or place of business merely to obtain or communicate information should not be deemed to be "watching or besetting" within the meaning of the section. It is interesting to note that this qualifying clause reintroduced in 1934 had first been inserted in 1876 but omitted when the criminal law was consolidated in 1892.

Effects of Depression

Several years of depression resulted in a drastic fall in standards of wages and hours of work. The legislation which the provinces had enacted did not prove adequate to provide a basic standard under emergency conditions. In 1934 a Parliamentary investigation which came to be known as the Price Spreads Inquiry was instituted. Its report revealed facts on hours of work and wages which shocked the country.

The Commission inquired into a wide range of industries and occupations and found frequent and continuous violations of the law. Startling examples of excessively low wages and oppressively long hours were cited. For example, male pieceworkers in one large Montreal factory averaged 16 cents per hour, less than the minimum of 18 cents for inexperienced females. "One man in a Toronto ladies' cloak contract shop, for nine consecutive weeks, worked over 16 hours per day." In one boot and shoe factory "as many as 86 per cent of the adult men earned less than \$9 and 58 per cent earned \$4 or less per week".

In regard to minimum wage laws it was pointed out that adequate inspection and enforcement were required, and it was proposed that minimum wage legislation should be applied to men. "Otherwise the practice, so often illustrated in the evidence, will continue of substituting men and boys for women at wages below the legal rate that must be paid the latter". The Commission recommended that standard hours of work should be greatly shortened and should not exceed 44 hours per week. Maximum hours for

men as well as for women should be established by law. The Commission's suggestion as to the best method of regulating hours is interesting in view of later developments in some of the provinces:

Occasionally there do arise special circumstances that require flexibility in the hours of labour, but the system of frequent permits to work overtime is impossible to administer equitably. It is recommended, therefore, that the laws be amended to state the length of a normal week, with a provision that time and a half be paid for all overtime up to, say, 55 hours and double time thereafter. Permit long hours but penalize them. Under such a provision most employers would discover a means of avoiding the situations which now seem to necessitate overtime. Rush orders would be properly more expensive and would decrease. Production would not be limited, but be only more orderly. Nevertheless there would be sufficient elasticity in the law to permit the adjustment of hours to any real emergency or very profitable opportunity.

Federal Acts Invalid

In 1935 the Parliament of Canada introduced a number of Acts designed to implement the findings of the Price Spreads Commission. The Department of Justice and the Supreme Court of Canada had previously ruled that hours of work and minimum wage regulation fell within the competence of the provincial Legislatures. Recognizing this fact, the Prime Minister nevertheless took the stand that such legislation if made pursuant to a treaty was within the competence of the Parliament of Canada. Parliament then ratified three I.L.O. Conven-

tions dealing with hours of work, minimum wages and weekly rest and enacted three statutes giving effect to these Conventions. These statutes were declared *ultra vires* of the Parliament of Canada in 1937 by the Privy Council, and it was evident that only the provinces could establish general legal standards in these fields.

Provincial Action to Set Wage and Hour Standards

Meanwhile in the provinces the demand for legislation to correct abuses was also resulting in new enactments. Two considerations led to statutes limiting hours of work: the need to shorten excessively long hours and the desire to spread the available employment. An Act respecting the limiting of working hours, which came into force in Quebec in 1933, was designed to open up employment opportunities by shortening hours. It empowered the Lieutenant-Governor in Council to fix the number of hours per day or per week during which a workman employed at manual labour might work. Under it the building trades throughout the Province were given a maximum 40-hour week but later when business improved this limit was raised to 48 hours. The only other businesses in which hours were restricted under this Act were shoe-repair shops and beauty parlours on the Island of Montreal. A somewhat similar statute was enacted in Nova Scotia in 1937 empowering an administrative board to limit hours, but no board was ever established, the only effective provision of the Act being that which requires workers in mines, factories and construction to be given a weekly rest-day.

In 1936 Alberta passed an Hours of Work Act modelled closely on the British Columbia Act of 1923 and of even wider application. It applied to male and female workers in any industry, trade or occupation, except farming and domestic service. Unlike British Columbia, which set a maximum of eight and 48 for both sexes, Alberta set a maximum of eight and 48 hours for women and nine and 54 hours for men, the standards previously fixed under the Factories Act and minimum wage orders.

To overcome the apparent weaknesses in minimum wage legislation and administration, two important changes were brought about. First, the legislation was extended to men. Alberta, following British Columbia's example of 1925, enacted a separate Male Minimum Wage Act in 1936. In the other provinces except Nova Scotia, the Acts applying to women were amended to apply to men, in Manitoba and Saskatchewan in 1934, and in Ontario and Quebec in 1937.

Before this, some action had been taken to prevent the replacement of women workers by men at lower rates. As early as 1926 Alberta had provided in its Factories Act that wherever a minimum wage had been fixed for women in any class of employment, "no male worker shall be employed in such class of employment at a less wage." In 1934 British Columbia, Ontario and Quebec adopted a similar provision by amendments to their minimum wage Acts.

Secondly, to guard against payments below the minimums for slightly reduced hours, the stipulation was added in most of the Acts that the rates applied to a certain

weekly work period, with higher rates being set for part-time and overtime work.

A 1936 amendment to the Ontario Factory, Shop and Office Building Act sought to control effectively a problem of long standing which had grown worse during the depression—the problem of homework, the practice of giving out articles to be made or finished in the workers' homes. Any child, young girl or woman who was employed in homework was nominally under the Factories Act from 1889, but reports of factory inspectors in the following years indicated that "to attempt to apply factory discipline in tenement houses successfully is next to impossible", and described the "sweat-shop" conditions prevailing. From 1900 clothing manufacturers were required to keep a register of all homeworkers. In 1919, an attempt was made to regulate conditions under which such work was done by prohibiting the giving out of work without a permit in cities of 50,000 or over. In 1935 the Price Spreads Commission reported on the depressed conditions under which homeworkers were employed, and gave examples from the men's clothing industry:

Four women, with husbands helping at night, [were] making men's pants . . . at 60 cents per dozen, out of which they paid for thread at a cost of 5 cents per dozen, making net earnings of 55 cents per dozen. The daily output of these workers was from 2½ to 3 dozen.

The 1936 amendment to the Ontario Act made the provision requiring permits to be given for homework apply to the whole Province. Both the homeworkers and their employers were required

to obtain permits. The inspector was to satisfy himself as to the health of the worker and the sanitary conditions of the premises before issuing a permit. Employers were also required to comply with the Minimum Wage Act.

Similar corrective measures were undertaken in the same year by British Columbia by the addition to the Factories Act of provisions requiring homework permits. Alberta and Manitoba had earlier provided for the inspection of premises where homeworkers were employed, and for the keeping of a register of such workers by the employer. In Quebec, as in other provinces, homework is subject to the provisions of the Minimum Wage Act.

New Type of Wage and Hour Regulation

Quebec in 1934 attempted a method of wage and hour regulation unique on this continent in the passing of the Collective Labour Agreements Extension Act. It provided that wages and hours of labour which are voluntarily agreed upon by representatives of employers and employees in an industry for a given area may be made legally binding by order in council on all the employers and employees in that industry in the area. In practice, one or more employers and one or more "associations of employees" first make an agreement and then either or both parties to the agreement may apply to the Minister of Labour to have the wages and hours terms of the agreement made obligatory for all engaged in that industry in the district. The parties must represent a sufficient proportion of the industry. A joint committee of employers and

employees in each industry is set up for the purpose of enforcing the schedule. Only this joint committee may bring an action in the courts to enforce the agreement or the Act. This Act was replaced by the Workmen's Wages Act of 1937, which in turn was replaced by the Collective Agreement Act of 1940, all similar in principle. The standards made binding by the decree are minimum standards. The decree does not preclude more favourable terms of employment.

A somewhat similar type of legislation was introduced in five of the other provinces during this decade. Under the Industrial Standards Acts the Minister of Labour may call a conference of representatives of employers and employees in any industry for the purpose of negotiating an agreement as to minimum wages and maximum hours. If an agreement is arrived at by "a proper and sufficient representation of employers and employees", the wage rates and hours of labour fixed by the agreement may be made binding by order in council on all employers and employees in the industry in the district.

One of the chief differences between the Quebec Act and the Industrial Standards Acts is that the Industrial Standards Acts do not depend on either trade unions or collective agreements as such although in practice a large proportion of industrial standards schedules are based on union agreements. The Acts can therefore be applied to an industry in which the workers are not organized at all or only partially organized as well as to one in which collective bargaining is highly developed. Another difference has to do with enforcement.

Under the Industrial Standards Acts the enforcement of the schedules is the responsibility of the Government through Industrial Standards officers. A joint advisory board may be established to assist in the enforcement of the standards of each schedule.

Protection of the Right to Organize

Business began to expand after 1933 and Canadian unions began an active organizing campaign. Many employers, particularly in mass-production industries, refused to recognize trade unions. Encouraged by the enactment of the National Labour Relations Act (Wagner Act) in the United States in 1935, unions began to demand a statute not only declaring freedom of association but also making it an offence to interfere with the exercise of this right. It was pointed out at the 1937 Convention of the Trades and Labour Congress that "while the courts have recognized for about a century in a negative way the right to organize, the workers are protected by no positive law on the subject". Meanwhile, the Congress had prepared a draft Bill concerning freedom of association and requiring employers to negotiate, which it placed before each of the provincial governments before the 1937 sessions of the Legislatures. Nova Scotia, British Columbia and Manitoba in 1937, and Alberta, Saskatchewan and New Brunswick in 1938, placed on their statute-books laws which enacted the provisions of this Bill in whole or in part. In the same statutes, British Columbia, Alberta, Manitoba and New Brunswick provided machinery like that of the I.D.I. Act for settling dis-

putes. Of these six Acts, some merely declared the right of the workers to organize and bargain collectively; others required employers to negotiate with the representatives of their employees. A section of the Quebec Workmen's Wages Act, 1937, also declared it unlawful to prevent an employee from becoming a member of an association.

Representations had also been made to the Federal Government by various labour organizations that discrimination against trade unionists should be made an offence. In 1939 Parliament added a section to the Criminal Code (Sec. 502A) making it an offence for an employer "wrongfully and without lawful authority" to dismiss, or threaten to dismiss, a workman for the sole reason that he is a member of a lawful trade union.

As regards machinery for the settling of disputes, in 1939, when war came, the Federal Government had the purely permissive Conciliation and Labour Act, the I.D.I. Act and Section 502A of the Criminal Code. The I.D.I. Act was in full operation in all provinces except in Prince Edward Island and in British Columbia where the enabling Act had been repealed by the 1937 statute. In addition, as has been noted above, Alberta, British Columbia, Manitoba and New Brunswick had laws for the compulsory investigation of disputes which prohibited a strike or lockout pending a report of inquiry. Quebec had the Trade Disputes Act of 1901 for conciliation and voluntary arbitration.

These first laws to promote trade unionism afforded some experience and paved the way for the legislation passed in the next decade.

1940-1950

Compulsory Collective Bargaining Throughout Canada—Unemployment Insurance in Operation— Apprentice Training under Dominion-Provincial Agreements—First Vacations with Pay Legislation.

All persons who are employed in any of the employments specified in Part I . . . shall be insured against unemployment . . . The funds required for providing insurance benefit . . . shall be derived partly from moneys provided by Parliament, partly from contributions by employed persons and partly from contributions of the employers of those persons.—Unemployment Insurance Act, 1940.

* * *

When bargaining representatives have been elected or appointed, application may be made to the Board. . . for their certification as the bargaining representatives of the employees affected. . . . The parties shall negotiate in good faith with one another and make every reasonable effort to conclude a collective agreement.—Wartime Labour Relations Regulations (P.C. 1003), 1944.

The tremendous changes brought about by the war had significant effects on the relations between wage-earners and wage-payers with which labour legislation is concerned. Canada became one of the largest armament producers and her whole manufacturing output grew beyond what had been considered possible. This resulted in a general rise in income and standards of living, and, as the war developed, a shortage of manpower. From the early days of the war regulation was undertaken, and by the end of 1942 controls had been instituted over foreign exchange, over profits, and over the whole range of prices, wages and employment. In this decade the principle of compulsory collective bargaining, first made effective in P.C. 1003, was embodied in both federal and provincial statutes. Trade union membership rose from 358,967 in 1939 to 977,594 in 1948.

Labour Relations

The War Measures Act of 1914, which automatically came into effect at the beginning of the second war, gave the Federal Government power to take any steps considered necessary for the security, order and welfare of Canada in wartime.

Under that Act an Order in Council (P.C. 3495) was passed on November 7, 1939, extending the scope of the I.D.I. Act to cover disputes between employers and employees engaged in war industries. The following June the Government issued an Order in Council (P.C. 2685), setting forth certain general principles which should govern the relations between employers and employees in wartime. It declared that employees should be free to organize in trade unions, without interference by employers or their agents, and through their trade union officers or other chosen

representatives to negotiate with employers or representatives of employers' associations with a view to the conclusion of a collective agreement. It also declared that workers in the exercise of their right to organize should not use coercion or intimidation to influence any person to join their organization and that wartime suspension of established labour conditions should be brought about only by agreement.

The unions, claiming that the Government was not causing its policy as outlined above to be respected, continued their demands for legislation under which the workers' right to organize and bargain collectively through the union of their choice would be fully protected by the provision of penalties. Employers maintained that, with the best intentions to bargain collectively, it was often difficult to determine what union should be recognized as the bargaining agent, for labour was now organized in Canada under three main congresses and some smaller groups, and not infrequently rival unions tried to organize the same group of workers. These demands led to the adoption of the Wartime Labour Relations Regulations (P.C. 1003) of February 17, 1944, which suspended the I.D.I. Act.

Under these Regulations, employers were required to negotiate in good faith with bargaining representatives of labour's own choosing. A Wartime Labour Relations Board with equal representation of labour and employers was set up to administer the Regulations and in particular to determine questions of representation. The Regulations also empowered the Minister to appoint conciliation officers and boards to

investigate and try to settle disputes, and a strike or lockout was prohibited until 14 days after a conciliation board had submitted its report to the Minister. The Regulations also enumerated and provided penalties for "unfair labour practices".

The Regulations were applied to undertakings ordinarily within the legislative authority of Parliament, to war industries in all provinces, and by virtue of provincial enactments in Manitoba, British Columbia, New Brunswick, Nova Scotia and Ontario to all other industries in these provinces. While the other four provinces did not make P.C. 1003 applicable to industries within their jurisdictions, Alberta continued in effect its Industrial Conciliation and Arbitration Act of 1938, and Quebec and Saskatchewan in 1944, and Prince Edward Island in 1945, enacted legislation to require employers to negotiate, thus making compulsory collective bargaining a general requirement throughout Canada.

Combating Wartime Inflation—Wage Controls

At the outbreak of war the Government took steps to combat the inflation which experience had shown would be likely to arise if the economy were uncontrolled. A series of Orders in Council was issued providing for a system of wages and salary control covering practically all gainfully employed persons. P.C. 7440 of December 16, 1940 set out a policy applicable to industries coming under the I.D.I. Act, as amended, which was not binding but was to serve as a guide to boards of conciliation and investigation

appointed under that Act. It instructed them to recognize the wage levels of the 1926-29 period or higher levels established thereafter as generally fair and reasonable except where it could be clearly shown that such wage levels were depressed or subnormal, and to recommend that increases in the cost of living be met by the payment of a uniform bonus to all workers based on the cost of living statistics issued by the Government.

The next important step was P.C. 8253 (Wartime Wages and Cost of Living Bonus Order) of October 24, 1941, which replaced P.C. 7440 at the same time the Government's price control policy was consolidated. This Order extended wage control to all employers. Wage rates were stabilized at the level of November 15, 1941. Provision was made for permanent enforcement machinery in the form of a National War Labour Board which, with the assistance of nine Regional Boards, administered the Order and the Government's Fair Wages policy.

By P.C. 9384 of December 9, 1943, the bonus system was dropped, the cost of living bonus as at January 1, 1944, being incorporated in the general wage. Wage increases henceforth were to be granted only where gross injustices existed and where it could be shown that the increase would not require a rise in the price of the product. The Order was later amended to remove this latter condition. Federal control over wages and salaries was continued until November 30, 1946.

Manpower Controls

Another way in which the relationship between employer

and employee was greatly affected during the war period was by the system of controls undertaken to ensure the most effective distribution of manpower both within industry and between industry and the Armed Forces. P.C. 246 of January 19, 1943 consolidated some previous regulations affecting particular groups and extended manpower control to the whole labour force. When the widest measure of government control was in effect, a change in employment of any person between the ages of 16 and 65 could only be effected with the permission of the Selective Service Officer.

The Director of National Selective Service had power to direct employees from non-essential to essential industries and this power was exercised in the age groups subject to military service. Separation from employment even where a permit had been obtained could only be made by employer or employee after seven days' notice. Loss of manpower was prevented by requiring persons wishing to take employment in the United States to secure a labour exit permit and such permits were only issued in exceptional circumstances. An employer was required to reinstate in his former job an employee who left to join the Armed Forces. This Order in Council was incorporated in a statute in 1942, the Reinstatement in Civil Employment Act.

All manpower controls were relaxed at the close of the war. Aside from their immediate purpose in relation to the war effort they had the effect of giving Canadians some experience in the curtailment of the traditional freedom of contract between employers and employees in the

interests of a national problem. Another important result was that the manpower control program had necessitated the building up of a chain of more than 200 employment offices which became available for service to workers and employers in peacetime.

Unemployment Insurance Act

The Unemployment Insurance Act came into effect and the Unemployment Insurance Commission took over the operation of employment offices on August 1, 1941. The Act applied to the majority of Canadian wage-earners (2,465,100 on March 31, 1942). The main groups excluded were workers in agriculture, domestic service, permanent Government service, logging and fishing and salaried workers earning over \$2,000 annually. Benefits varied from \$4.08 to \$14.40 a week according to the previous earnings of the insured person. These benefits are payable for periods up to one year according to the number of contributions, if the insured person is capable of and available for employment and no suitable employment is available. Contributions are required from employers and employees varying in accordance with the employee's earnings. The Federal Government contributes one-fifth of the amount of the revenues so provided and the costs of administration.

Vocational Training

A war emergency training program was started in 1940 under the Youth Training Act and carried on by subsequent orders made under the War Measures

Act. In 1942, the Vocational Training Co-ordination Act was passed. This Act was designed to provide authority for whatever types of vocational training were deemed necessary or desirable either during the war or afterwards.

It authorized the Minister of Labour to undertake solely at Federal expense training of workers for war industry, tradesmen for the Armed Forces, and discharged veterans approved for training by the Department of Veterans Affairs. It also authorized him, on the approval of the Governor General in Council, to enter into an agreement covering any period with any province to provide financial assistance equal to the amount contributed by the province for the development of vocational training in secondary schools and of apprenticeship in industry, and for the training of unemployed adults, as well as for projects begun under the Youth Training Act.

Agreements have been entered into with all provinces covering some or all of these types of training. In particular may be mentioned the Order in Council authorizing apprenticeship assistance which went into effect on April 1, 1944, and covers a ten-year period. Since this Order in Council laid down certain standards and conditions under which federal payments would be made, it resulted in the passing of Apprenticeship Acts in 1944 in Alberta, Manitoba, New Brunswick and Saskatchewan. Acts were also passed in Prince Edward Island in 1944 and Quebec in 1945 but in these Provinces no apprenticeship agreement is in effect. British Columbia in 1935 and Nova Scotia in 1937 had passed

Apprenticeship Acts patterned after the Ontario Act of 1928 but these statutes had hardly begun to operate when war came. The country-wide apprenticeship program which was developed under these Acts was first used for the training of veterans.

Vacations With Pay

With wages controlled by Government order during wartime, the unions turned their attention to such matters as hours and vacations with pay. A number of collective agreements provided for a week's vacation with pay after a year's service, and the demand grew for legislation to secure this as a right for all industrial workers. The first Act to require employers to grant their employees a week's vacation with pay was the Ontario Hours of Work and Vacations with Pay Act enacted in 1944. The Act was declared to apply to all employed persons, but permitted the administrative board to make exemptions. Farm workers and domestic servants have been exempted from the Act as well as professional workers and some other groups.

Vacation-with-pay credit stamps were to be used in the construction industry, where workers are normally employed by more than one employer. Every employee was to be given a stamp book in which the employer was required to affix at the end of each pay period stamps to the value of two per cent of the wages earned during the period. On or after June 30 in each year, the employee could present his book to a provincial savings office for payment.

Within the next three years Saskatchewan, Alberta, British Columbia, Quebec and Manitoba

made a vacation with pay a legal requirement for most employees. In British Columbia, Manitoba and Quebec workers are entitled to one week with pay after a year's service; in Saskatchewan, to two weeks; and in Alberta to one week after one year's service and two weeks after two years or more. None of this legislation covers agricultural workers and only the Manitoba and Saskatchewan Acts apply to domestic service. A stamp system for construction workers is in effect in Alberta, in the Montreal and Hull areas in Quebec, and in Greater Winnipeg.

Shorter Hours

As regards hours, the Ontario Hours of Work and Vacations with Pay Act, 1944, mentioned above, limited working hours to eight and 48. In the post-war period union pressure for a shorter work-week without reduction in "take-home pay" was continued. In response to this demand, new hours legislation was enacted in Saskatchewan and Manitoba and a reduction in hours was effected in Alberta and British Columbia. In 1945, the Alberta Act was amended to apply to men the same standard which had been in effect for women for some years, eight and 48. British Columbia reduced its weekly maximum from 48 to 44 hours in 1946.

The Saskatchewan Hours of Work Act, 1947, was of a different type. It laid down no absolute limits on hours but stipulated that any employer who permitted or required his employees to work longer than eight hours in a day or 44 in a week should pay them at the rate of time and one-half for hours in excess of eight and 44.

The same principle is contained in the Manitoba Act of 1949 which, however, permitted male workers to work up to 48 hours weekly before time and one-half must be paid. The standard hours for women are eight and 44.

There is no general legal limitation of working hours in Quebec or the Maritime Provinces, although there is some control of working hours through power given to the minimum wage authorities to fix overtime rates. Industrial standards schedules in New Brunswick and Nova Scotia, and decrees made binding under the Collective Agreement Act in Quebec impose limits on working hours.

Higher Minimum Rates

During the war because of the "freezing" of wages at their 1941 level Minimum Wage Boards were first prohibited from setting wage rates and later restricted within certain limits. After the war, there was considerable activity. In 1945 a new Act applicable to both men and women was enacted in New Brunswick. Orders have been issued under it setting a minimum rate for practically all women employed in the Province, excluding farm workers and domestic servants, and one applying to men engaged in forest operations. In some provinces, new groups of workers have been covered; in others, the area to which the Act applies has been widened; and in all provinces some or all of the rates have been raised. In Alberta, where the coverage is general for both men and women, the minimum rate is now \$25 a week for men and \$20 for women.

At the same time there has been increased activity under the Industrial Standards Acts. A large number of new and revised schedules have been approved, fixing higher rates of wages and shorter working hours than those established by previous schedules. New Brunswick replaced its 1939 Act, which had limited application, by one applying to industries generally throughout the Province. In 1946 Nova Scotia also amended its Act which had previously applied to construction in Halifax and Dartmouth to permit its extension to any city or area of the Province. In 1950 in Alberta holidays with pay were included among the terms of employment which may be dealt with in an industrial standards schedule.

Improved Workmen's Compensation

Notable developments have taken place, too, in workmen's compensation legislation since the war. Additional industries have been covered in some provinces; the list of diseases for which compensation is paid has been increased and in two provinces, Ontario and Manitoba, the Act now provides that compensation is payable for any disease peculiar to an industrial process within the scope of the Act. In four provinces the "waiting period" has been reduced. In Saskatchewan compensation is now payable from and including the day after the accident.

Benefits under all Acts have been raised from time to time and in all provinces the maximum earnings on which compensation is calculated have been increased—in Ontario and Saskatchewan to

\$3,000 a year. These two Provinces also provide for the highest rate of benefit for disability, 75 per cent of average weekly earnings as against the 66 $\frac{2}{3}$ per cent provided by most of the other provinces. Another important development has been the extension of accident-prevention work by the various Workmen's Compensation Boards. In 1948, the New Brunswick Board was given power to require a workman in any employment to have a medical examination to determine whether he has an industrial disease. Most of the Acts provide for expenditures from the Accident Fund for a rehabilitation program and the emphasis upon this aspect of workmen's compensation has been on the increase.

Several new Acts were passed in this decade, including a new federal Government Employees Compensation Act in 1947, replacing the 1918 statute, and the first Prince Edward Island Act in 1949. Blind Workmen's Compensation Acts are in effect in six provinces. Under these Acts, the provincial Government makes a contribution to the cost of compensation to blind workmen.

Employment of Children

In the 1940's further steps were taken to control the employment of children. The British Columbia Legislature passed the Control of Employment of Children Act, 1944, which forbade employment of children under 15 in specified industries, except with a permit from the Minister of Labour. Prince Edward Island in 1945 by an Act directly modelled on an International Labour Convention prohibited the employment of children under 15 in a mine or factory, on

construction, or on transport by road, rail or inland waterway. Saskatchewan in 1946 raised the minimum age for factory employment to 16, and this standard was also adopted in New Brunswick in 1947. The minimum age for employment in the other provinces varies from 14 to 16.

Minimum age provisions of mines, factories and shops Acts are supplemented by a compulsory school attendance law in each province, New Brunswick and Quebec having passed such legislation in 1941 and 1943. The school-leaving age varies under these Acts from 14 to 16.

Another indirect means of ensuring school attendance and preventing employment during school hours has been the payment of monthly allowances under the Family Allowances Act of 1944 to all children in Canada under 16. The Act provides that payment ceases where a child over six and fit to attend school, fails to attend.

Post-War Labour Relations Legislation

Following the war, also, the provinces resumed their normal jurisdiction over labour relations. The fact that compulsory collective bargaining and uniform procedures for certification of bargaining agents and conciliation of disputes had been made general throughout Canada during the war, either by P.C. 1003 or provincial statutes, had given impetus to a general demand particularly from trade unions for a "national labour code". Even during the war, the Canadian Congress of Labour in its 1944 submission to the Cabinet urged that the Federal Government establish a labour policy which could serve as a model for

provincial legislation to cover industries which are outside federal jurisdiction in peacetime.

Such a plan was undertaken by the Federal Government following the war, and the principles of a new federal law were discussed at a conference of federal and provincial Ministers of Labour held in 1946. The result was the Industrial Relations and Disputes Investigation Act passed by the 1948 session of Parliament. In introducing the Bill, the Minister of Labour said:

We have tried to set a pattern which some of the Provinces may care to apply knowing that we shall not be moving as rapidly as we should towards the goal of industrial peace in this country if we have widely varying legislation of this nature in the spheres of Dominion and Provincial operation.

He explained that the new legislation contained the best features of P.C. 1003, with some changes based on the experience gained in its administration, and other changes made in the light of representations by the provinces, labour and employer organizations.

In 1947 British Columbia and Nova Scotia, in 1948 Ontario and Manitoba, and in 1949 New Brunswick, passed new labour relations Acts. These were all to a greater or lesser extent similar in pattern to the federal Act. Labour relations Acts had been passed in Quebec and Saskatchewan in 1944, in Prince Edward Island in 1945, and in Alberta in 1947. The labour relations Acts of all the provinces are not uniform in every respect, but they all contain provisions which protect the worker's right to organize and which promote collective bargaining. Except for the Prince Edward Island Act,

they all provide machinery for the settlement of disputes. Labour relations are a developing feature of Canadian industrial life, and legislation regulating them is constantly subject to demands for change. In 1950 the Acts in Alberta, Saskatchewan and Manitoba were amended and the Act in Ontario was replaced.

Newfoundland Legislation

Newfoundland became a province of Canada on March 31, 1949. At the 1949 and 1950 sessions, the Newfoundland Legislature passed seven labour Acts, including a Workmen's Compensation Act of the collective liability type, which, when proclaimed in force, will replace a former individual liability statute. A Blind Workmen's Compensation Act similar to those in six other provinces was also passed. The Labour Relations Act is modelled on the federal Industrial Relations and Disputes Investigation Act. The Trade Union Act requires a trade union to file with the Minister of Labour a copy of its rules, the names and addresses of its officers, and, when required, a statement of its receipts and expenditures. Financial statements must be made available to trade union members. Trade unions which do not comply with the Trade Union Act cannot enjoy the benefits of the Labour Relations Act; for instance, such a union may not be certified as a bargaining agent. The Minimum Wage Act establishing a minimum wage board, the Boiler and Pressure Vessel Act, and the Industrial Statistics Act, under which the Deputy Minister of Labour is charged with the collection of industrial statistics, are similar to legislation in other provinces.

Before Confederation, Newfoundland had earlier Acts dealing with workmen's compensation, minimum wages, industrial disputes, registration of trade unions and inspection of steam boilers. The new Acts will have the effect of making the labour legislation of Newfoundland very similar to that in the other Canadian provinces.

Supplementary Benefits for Winter Unemployment

Changes were made in 1950 in the Unemployment Insurance Act to meet the problem of seasonal unemployment. In introducing the Bill amending the Act, the Acting Minister of Labour stated:

The whole purpose of this new part of the Act is to endeavour the better to adapt our unemployment insurance scheme to fit the normal Canadian employment pattern, in which, in many areas of Canada,

unemployment is substantially higher and employment correspondingly more difficult to secure during the winter season.

Supplementary benefits, amounting to 80 per cent of regular benefits, were made payable between February 28 and April 15, 1950 to certain unemployed insured workers who had exhausted their regular benefit rights or who had not sufficient contributions to qualify for benefit. Provision was made for similar payments between January 1 and March 31 in future years.

Since the Act was passed in 1940, it has been several times amended to extend its coverage and increase benefits. The number of insured workers in May, 1950 was estimated at 2,967,000. The range of benefits now payable is \$4.20 to \$18.30. There is provision in the 1950 amendment for a higher maximum rate of benefit to come into effect in 1951.

Summary:

Labour Legislation Today

During the half century the scope of labour legislation widened by a gradual process from the protection of women and children to practically the whole field of relations between wage-earners and wage-payers.

The volume of legislation which grew up during these fifty years was the work of ten Legislatures and the Federal Parliament, each autonomous within the scope of its authority.

The power of Parliament in the field of labour legislation is limited. Under federal legislation, an unemployment insurance

plan covers most employed workers throughout Canada, and associated with unemployment insurance, a nation-wide chain of employment offices is available to all workers and employers. In the important fields of transportation and communication and other undertakings under federal jurisdiction, legislation (the Industrial Relations and Disputes Investigation Act of 1948) is in effect for the investigation, conciliation and settlement of industrial disputes, and for the encouragement of collective bargaining. The Canada Shipping Act sets standards for

the welfare and safety of seamen. In the considerable area of activity in which federal funds are spent on government contracts, the Fair Wages Policy ensures reasonable standards of wages and hours to the workers employed. Through joint action of the Federal and Provincial Governments, an expanding vocational training program is being developed.

Each provincial Legislature has responded to the needs and pressures in its own province. Nevertheless there has been an effort, through conferences sponsored by the Federal Department of Labour, and through the exchange of information and ideas in other ways, to achieve uniformity of standards. While provisions vary in detail from province to province, there has been in recent years a tendency towards uniformity of purport in the main labour laws.

All provinces have labour relations Acts which declare the right of workers to organize and to bargain collectively. All but Prince Edward Island provide for the conciliation of disputes.

All provinces but Newfoundland and Prince Edward Island have factory Acts, and all but Prince Edward Island have mines Acts, which are enforced by steadily growing inspection staffs.

All provinces provide compensation for industrial accidents and diseases through a system of state insurance under which employers are collectively liable for the entire cost of compensation and medical aid. There is a high degree of uniformity in these Acts, but benefits vary somewhat from province to province.

All provinces except Prince Edward Island have minimum

wage legislation which applies to most classes of workers except farm labourers and domestic servants. These statutes are very similar but the rates fixed under them vary considerably. The Nova Scotia Act does not apply to men and in Ontario no orders respecting men are in effect.

In seven provinces there is legislation of the industrial standards type for applying wages and hours conditions reached by agreement to all employers and workers in the industry concerned in a specified area.

In six provinces most employers are required to grant their workers a paid vacation, usually of one week.

Five provinces have hours of work laws setting working hours of eight and 48 or less.

So much for what has been accomplished. Organized labour today, realizing the advantages of minimum legal standards, continued to press for the enactment of legislation both to fill up the gaps where no legal standards have been established and to set higher standards under existing laws.

The 1950 submissions of provincial federations of labour to the Legislatures cover a wide variety of topics. Among these are the request for a 40-hour week, a minimum wage of 75 cents an hour, two weeks' vacation with pay and higher benefits under the Workmen's Compensation Acts. Unions are also advocating legislation against racial or religious discrimination in employment. Suggested changes to extend the coverage and to improve the working of the present labour relations Acts

form a major part of the submissions.

Criticism of labour relations legislation also figures largely in the submission of the national trade union organizations to the Federal Government. Both the Trades and Labour Congress and the Canadian Congress of Labour criticize the Industrial Relations and Disputes Investigation Act as being too limited in scope, and reiterate their belief that effective labour relations legislation in Canada will be achieved only when the provisions of the federal Act are applicable to the entire country. Both Congresses recommend amendments to the British North America Act to make this possible.

Unlike the worker at the beginning of the century, the industrial worker today has many rights laid down by statute affecting the terms of his employment. These statutes provide minimum standards. In closing this review it should be emphasized, however, that the very basis of the worker's position in the Canadian economy is his freedom to seek higher standards from his employer through the collective strength of the union of his choice. It is this freedom—itself established by legislation—together with his productive efficiency, that has helped the Canadian worker to achieve his present standard of living, among the highest in the world today.

“ . . . Realizing the helplessness of a single wage-earner dependent on his day's labour against an employer with capital and able to choose from many applicants, the workers met to discuss how they might increase their wages and began to form societies. Parliament resorted to repressive measures and in 1799 and 1800 prohibited combinations to alter conditions of work. That the Combination Acts applied also to employers was considered to be even-handed justice but there were numerous convictions of workmen and none of employers though there were known to be associations of employers.

“Perhaps the briefest comment that can be made in appraisal of the claim that is sometimes advanced for putting employers and workpeople on the same footing under the law is in the words of Anatole France:

The law in the majesty of its equality alike
forbids rich and poor to sleep on park benches.

“Identical treatment is not always equitable treatment.”

—from *An Outline of Trade Union History*
by Margaret Mackintosh.



CANADA AND THE WORLD MOVEMENT TOWARDS SOCIAL JUSTICE

by John Mainwaring

Assistant Editor, Labour Gazette

Poverty anywhere constitutes a danger to prosperity everywhere . . . Lasting peace can be established only if it is based on social justice.

These are the principles that motivate the world movement to internationalize labour standards.

The origins of this movement, and the part Canada has played in its development over the past half century, are described in the following article.

In the summer of 1946, a committee of the House of Commons was examining a trade union official in connection with a prolonged strike in the basic steel industry, when the following exchange occurred:

Question:

I suppose your position is that persons engaged in the same industry—two Ontario plants and one in Nova Scotia—could compete by efficiency and salesmanship any way they wished but you do not want them to compete with . . . the wages of the workers?

Answer:

That is correct . . . It is one of the principles of our union organization that wages must not be a competitive factor.

The concept brought out in this exchange—that labour standards should not suffer in the struggle for markets between competing businesses—is one that lies at the root of the movement to set international standards for labour.

A century ago children and women, as well as men, toiled for long hours in mines and factories at subsistence wages. Employers who wished to improve their workers' lot had to consider how this would affect their competitive position. Government legislation would have protected the "good" employer against the "bad"; but an important hindrance to governmental action was the fear of putting home industries at a disadvantage in foreign trade. It was therefore necessary also to find a way of protecting the "good" country against the "bad".

The force of public opinion, and the efforts of workers themselves, helped to alleviate the worst conditions of the early factories. As the years went by,

it was also gradually discovered that shorter hours and other improvements sometimes enabled workers to improve their productivity to such an extent as to minimize the cost of reforms. But the need for international agreement to mitigate the harsh effects of business competition was widely recognized, and attracted the energies of men of good will in many lands.

This movement was finally to bear fruit after the first World War, with the establishment of the International Labour Organization. Set up under the terms of the peace treaties, the ILO was designed as an instrument to foster social progress by united international action.

The founding of the ILO did not come about, however, without many years of preliminary struggle and effort.

The Movement Towards International Labour Legislation

Robert Owen, the British cotton manufacturer and social reformer, is generally credited with being the first to call attention to the need for international labour legislation, in the year 1818. A French manufacturer, Daniel Legrand, was another pioneer in this field.

As a young and undeveloped country, barely emerging from colonial status, Canada played no part in the earliest stages of this movement, which was at first entirely European in scope.

Switzerland was a leader in the effort to internationalize labour progress—and appropriately enough Switzerland is today the seat of the International
(Continued on page 1463)



Message to the Department of Labour

from David A. Morse

*Director-General of the
International Labour Office, Geneva*

Upon the occasion of the fiftieth anniversary of the institution of the Department of Labour of Canada, it affords me very genuine pleasure to convey greetings from the International Labour Organization.

Canada was one of the first nations to establish a Department of the National Government to treat with matters intimately affecting the welfare of industrial and other wage-earners, so that in many respects the earlier activities of the Department established precedents rather than following them. Later, as other countries developed Ministries or Departments of Labour, Canadian experience proved very valuable indeed.

It was, of course, the good fortune of the Department to have as first Deputy Minister and then as first Minister that great Canadian, the late W. L. Mackenzie King, whose insight into the principles of just labour relations created an influence extending far beyond Canada's borders.

Since the establishment of the International Labour Office in 1919, we have enjoyed a most understanding relationship with the Department by reason of its responsibility to maintain liaison with the ILO on behalf of the Government of Canada. From our vantage point we have had excellent opportunity to see both the national and international significance, the real value, of the operations of the Department.

As one of the great Departments of State of the Government of Canada, we wish the Department of Labour continued success and increasing influence in its efforts to promote the welfare of Canadian workers, to improve relations between industry and its employees.

There is increasing awareness of the importance of labour administration being felt in all nations. This will be felt in Canada too. In the years ahead the Department undoubtedly will find its mission even more onerous, more challenging.

Labour Organization. In the closing decades of the nineteenth century it was Swiss initiative that paved the way for the first intergovernmental meeting called to deal with labour problems.

But plans for the meeting to take place in Switzerland were changed when the ruler of the young and industrially powerful German nation unexpectedly expressed the wish to act as host for this important occasion.

The Swiss were happy to defer, in the hope that the meeting would thereby gain in prestige. The meeting accordingly was transferred to Berlin.

* * *

The motives of the young Kaiser Wilhelm II in instructing his Chancellor, Prince Bismarck, to arrange for the conference to be held in Berlin, appear to have been twofold. On the one hand was a desire to win glory as a beneficent people's monarch; but there was also the awareness, which the Kaiser shared with other rulers of his day, of the growth of the international revolutionary movement. To counteract this movement, it was hoped to encourage workers in the belief that they could obtain redress of their grievances through legitimate means without recourse to force and violence.

The reason why the Kaiser felt that international, rather than purely national, action was necessary, is made clear in the first paragraph of his instructions to Bismarck:

I am resolved to lend a hand to the improvement of the condition of the German workers within the limits imposed upon my endeavours by the necessity to safeguard the power of competition of German industry in

the world market and in that way to secure them and their workers existence. The decline of home industry, caused by the loss of foreign outlets, which deprive not only employers but also their employees of their means of subsistence. The obstacles to an improvement of the situation of our workers which lie in international competition can be, if not overcome, at least lessened, in no other way than by international agreements between the countries which dominate the world market.

Widespread public interest was aroused by the Berlin Conference, which was attended by delegates from the chief industrial countries of Europe.* The fact that labour problems were finally being dealt with at an intergovernmental level kindled hopes that considerable progress might ensue.

The meeting lasted a fortnight, and from it emerged six resolutions, signed by 47 delegates present.

Today, after six decades of labour progress, the standards that were agreed to by the delegates of 1890 read strangely; but their very inadequacy, judged by contemporary standards, shows how urgent were the needs of the times. The resolutions dealt with three main subjects: safety in mines, the guarantee of one day's rest in seven, and the protection of women and children.

It was agreed that for children age 14 should be the limit for admission to underground work in mines, and 12 for work in factories—though in "southern" countries the age limits might be 12 and 10 respectively.

*Delegates came from Germany, Austria-Hungary, Belgium, Denmark, France, Great Britain, Luxembourg, the Netherlands, Portugal, Sweden and Norway, and Switzerland.



As Director of the ILO Branch, Department of Labour, Mr. Paul Goulet has frequently served as Canadian Government Delegate to sessions of the International Labour Conference and of the ILO Governing Body.

The Conference asserted the desirability that hours of work should not exceed eleven a day for girls and women, or ten for young workers, to be broken by rests of a total duration of at least an hour and a half.

It was also recommended that young workers (age 14 to 16) and girls and women should not work at night—a concept which, so far as women are concerned, has

today become somewhat outmoded by changing social custom.

It is to be noted that these matters were dealt with by resolution only; and that the countries concerned did not enter into any form of treaty or Convention. Switzerland did propose the framing of an "obligatory arrangement", whereby the governments would undertake to implement the resolutions by national legislation; but Switzerland was ahead of the times. Britain joined with Germany, and the other participating countries, in favouring only an exchange of information between nations as to their progress in executing the principles adopted.

This Conference was the first notable landmark in the movement to bring about international co-operation in labour matters, and thus to lessen social injustice and help to remove one of the causes of war.

It is ironic that it should have been held at the invitation of the same Kaiser Wilhelm who a quarter-century later was to lead his nation in plunging the world into the chaos and destruction of World War I.

* * *

The immediate results of the Berlin Conference did not justify the hopes it had raised. There was a lack of follow-up; the anticipated flow of communications between governments as to their progress in attaining the objectives of the Berlin resolutions did not materialize. The Swiss patiently negotiated for further meetings, but without success.

Meanwhile, however, public opinion was beginning to mobilize in the various countries; and the next important step forward was taken by private individuals rather than by governments. During the

late years of the nineteenth century public indignation at the harsh and miserable conditions labour had to endure supplied a moral spirit and driving force which culminated in the formation in 1900 of a new international organization.

ILO Fore-Runner

This organization, the International Association for Labour Legislation, achieved the first successes in the field of international labour legislation, and prepared the way for the subsequent formation of the ILO.

Composed of social workers, government officials, people from academic life, and citizens generally who were interested in social reform, it was primarily a middle-class rather than a labour body. A number of governments lent it support or gave it recognition, so that it acquired something of a semi-official character.

The organization maintained a permanent secretariat, with headquarters at Berne, Switzerland. It issued publications in three languages and held a series of general meetings. It was supported by national branches in a number of countries, which were financed by the membership fees of individuals.

The British branch numbered among its supporters such notable figures, then in the early days of their fame, as Sidney and Beatrice Webb (Sidney Webb was the first president), William Beveridge, Ramsay MacDonald, Bertrand Russell, Bernard Shaw, and H. G. Wells. The Earl of Lytton, Keir Hardie, and G. M. Trevelyan are other names found in the early records of the British branch.

Canada was not at first represented at the meetings of the Association, but provision was made that interested Canadians could join the Association through the British branch, until they became sufficiently numerous to form their own unit.

Volume II of the *LABOUR GAZETTE* (1901) describes the forming of the Association, and cites as its aim

“to serve as a bond of union to those who, in the different industrial countries, believe in the necessity of protective labour legislation.”

The work of the Association soon bore fruit. It was decided to aim towards something more substantial than the resolutions of the Berlin Conference; in fact to seek to bring about the adoption of international agreements that would be binding upon governments.

These efforts met with success when, as a result of the Association's discussions and negotiations, the Governments of Europe agreed to hold a second labour conference. Out of this meeting, which took place at Berne in 1905, and a follow-up meeting in 1906, emerged the first two international labour conventions.

The first of these conventions dealt with a subject that had been discussed fifteen years earlier at Berlin: the prevention of night work for women. The other had as its object the elimination of an industrial disease which had aroused considerable public horror—that of phosphorus necrosis or “phossy jaw”. Caused by exposure to white phosphorus, an ingredient used in the manufacture of matches, this disease brought about the slow and painful decay of the victim's teeth and jawbone. The convention called

for the abolition by ratifying countries of the manufacture, sale or importation of white phosphorus matches.

Only the European countries participated in the Berne Conferences; but their achievements were to spread over a wider area. Britain and France applied the Phosphorus Convention to their dependencies in Africa and Asia. In the United States considerable interest developed in the work of the International Association, which led to an Act of Congress against the use of white phosphorus in 1911.

Canada initiated similar action in the same year. The instigator of the federal legislation prohibiting the use of white phosphorus was Mr. W. L. Mackenzie King, who, in 1911, was Minister of Labour. Mr. King had made personal investigations of the effects of the disease in Canada. To convince his colleagues of the necessity for bringing about this reform, he produced at a Cabinet meeting a jar containing the preserved jawbone of a woman victim of the disease. In introducing the Bill in the House of Commons, Mr. King cited the Berne Convention, and the action that had been taken by the various European countries to give it effect. (He later wrote in his book, *Industry and Humanity*: "Had the Government of Canada not been asked to become a party to an international convention to prevent the use of white phosphorus in the manufacture of matches, the disease might have gone on claiming its victims in increasing numbers for years to come.") The Bill received first reading; but an election intervened before its final passage, and it was not until 1914 that the legislation

was enacted, this time under the sponsorship of the Hon. Thomas Crothers.

Mr. King's introduction of the white phosphorus bill followed closely in his first attendance at a Congress of the International Association for Labour Legislation, held at Lugano, Switzerland, in September, 1910.¹ At this meeting, the Association decided to press for the adoption of two more international labour conventions, one to prohibit night work for young persons, the other to establish a maximum ten-hour working day for women and young persons.

An intergovernmental conference to give preliminary study to these points met at Berne in September, 1913; but owing to the outbreak of war the follow-up conference never took place. The proposed Conventions were, as it turned out, to be formulated eventually by a new organization, the ILO, which was to take shape with a more ambitious size and scope, as part of the apparatus of the post-war League of Nations.

Forming the ILO: Paris, 1919

Successful prosecution of the war of 1914-18, required an all-out effort on the production front. It thus focussed attention as never before on the vital role of the working population in backing up the military forces.

¹The extent to which international action on labour and social questions was developing at this time, is indicated by the fact that during the course of a single month in Europe Mr. King also attended an International Congress of Social Insurance at The Hague, a Congress on Higher Technical Education at Brussels, a Conference on Professional Diseases and Industrial Accidents at Brussels, and an International Conference on Employment at Paris.

It was generally agreed by the Allied governments, that labour should receive some form of recognition for its wartime exertions when the Treaties of Peace were to be formulated.

What shape this recognition should take was not, however, very clearly visualized by most national delegations. Nor were labour's own representatives united in their views as to the most effective machinery for realizing their post-war objectives. In Europe, labour leaders were making plans for an international trade union federation, to be socialist in outlook, and dedicated to fostering international class solidarity. From Moscow, the newly entrenched communists hurled vituperation at the socialists as traitors to the working class, and called on world labour to throw off its capitalistic chains. And meanwhile across the Atlantic, the American Federation of Labour, led by Samuel Gompers, sought to win for the workers their fair share of the fruits of capitalist progress through the force of free collective bargaining, and put little faith in Government intervention in the affairs of labour. Canada's Tom Moore and P. M. ("Paddy") Draper, whose 35-year-old Trades and Labour Congress maintained close ties with the AFL, were likewise anti-socialist but did not share Gompers' mistrust of labour legislation.

In spite of their differences in social outlook, there was considerable communication between the European and North American labour leaders both during and immediately after the war. As a result, two separate types of project began to emerge as embodying labour's post-war aspirations. The first was for the establishment of some kind of organization which



Formerly a member of the Labour Department, and Canadian Government Delegate to many ILO meetings, Mr. V. C. Phelan now represents the ILO in this country as Director of its Canada Branch.

would foster international labour legislation. The second was for the incorporation in the Peace Treaty of a Labour Charter, whose adoption would express the recognition by governments of the aims and objectives of working people.

As it turned out, the Allied Governments were willing to concede both these proposals in principle. It remained for the British delegation, however, to

produce a plan, carefully worked out in all its details, which crystallized and made practicable the first and more important of the two proposals.

The British plan was for the establishment of a government-sponsored international labour organization, to consist of a permanent body of officials capable of dealing with labour problems on a full-time basis. This body would carry out the wishes of member countries as expressed at an annual General Conference, at which representatives of the countries would seek to reach agreement on labour standards. Such agreements would take the form of international labour conventions, which would impose treaty-like obligations on member nations and would be brought into effect through national legislation. Furthermore—and this was the concept that gave the proposed new organization its distinctive form—the Conference would be composed not merely of Government delegates, but also of delegates representing employers and workers in each member country.

It will be seen that this proposal constituted a long step forward from the pre-war International Association for Labour Legislation—from a loosely organized group of voluntary workers, to a large-scale official body, invested with constitutional authority, and moving towards a recognized purpose with broad power and scope. The new labour organization was to be associated with the League of Nations, whose creation was the main task of the Paris Conference, but it was to have an autonomous status.

Britain's proposal gained quick support at the Paris Conference,

and a nine-country Labour Commission was set up to give it detailed consideration, and also to consider the proposal for a Labour Charter. Samuel Gompers was named by the United States Government as one of its two delegates on this Commission, and was elected as chairman by unanimous vote of the other members.

* * *

The major problem that had to be settled in regard to the new labour organization was the extent of its powers. The pre-war Association had been voluntary in structure. On the other hand there was a strong body of opinion favouring the creation of a world labour parliament with power to enact binding international labour legislation. An organization of this kind would, of course, transcend national sovereignty. Were the nations prepared to accept such a revolutionary concept?

In the year 1919, it seemed, they were very nearly ready to accept such a concept. The British, in their original proposal, approached it very closely. Their plan was that member countries would be bound to ratify and enforce the Conventions adopted by the International Labour Conference unless their national legislatures took specific action to reject them.

It was recognized that the Conference's decisions could only be made effective by administrative action on the part of national governments; and thus it seemed necessary to give governments the right to reject Conventions—but this was a reserve power, and it was intended that the International Labour Conference would achieve the authority virtually to lay down labour standards for all member countries.

Such was the idealistic spirit of the early days of the Peace Conference, that this British proposal met with no objections from any of the European countries represented on the Labour Commission of the Peace Conference—except on the grounds that it did not go far enough.

However, the American Delegation felt impelled to call attention to the far-reaching implications of this proposal. It was pointed out that the United States Constitution gave jurisdiction in labour matters largely to the legislatures of the 48 states, rather than to the Federal Government; and that the Delegation could scarcely agree to a scheme imposing obligations that the Federal Government might find itself powerless to fulfil. It appeared further that some members of the U. S. Delegation were disturbed at the idea of a "super-state" making labour laws for the whole world.

Some sort of compromise had therefore to be found, if the idea of a Labour Organization were not to be dropped completely—an eventuality which at times seemed more than likely as the discussion ranged on, with no solution in sight.

Two important changes were eventually made in the British proposals. First, the proposition that a Convention would be binding on a member country *unless* the Parliament took action to reject it was put the other way round: that the Convention would be binding *if* the competent national authority took action to approve and ratify it. Countries were under international obligation to bring a Convention to the attention of the national authority; but it was made clear that if the

authority took no action, the country's obligation ended.

The second important modification of the British proposal was the provision that countries having a federal form of government could at their discretion treat a Convention falling outside federal jurisdiction as though it were merely a "Recommendation"—in other words, merely bring it to the attention of the competent state or provincial authorities, with no procedure for ratification, or for the assumption of a binding obligation. It was with great unwillingness that the European countries accepted this provision, since it seemed to mean that federal countries would evade the ILO objective of social progress on a united international front. (In 1946 when the ILO Constitution was revised, the provision was deleted, and a new section introduced which increased the responsibilities of federal states.)

However the provision was obviously essential; and with its acceptance the Constitution of the new International Labour Organization could now be approved. The Labour Commission of the Peace Conference had thus completed the major part of its task. It now remained to give consideration to the various proposals that had been made for a Labour Charter. Again there was considerable variance of opinion, but a nine-point Charter was at length agreed on, to be incorporated into the Constitution of the ILO, as a declaration of the principles which the High Contracting Parties considered to be of "special and urgent importance".

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In spite of the active role it had taken in the work of the Labour Commission, the United States was

to decide, after the Peace Conference was over, not to become a member of either the ILO or the League of Nations. This, of course, was a political decision in which Samuel Gompers had no part, and it must be recorded that he canvassed his country for support of the ILO and of the League of Nations. Eventually, of course, under the influence of Franklin D. Roosevelt, the United States was to enter the ILO and to play a major role in its developing policy.

* * *

The rejection of the original British proposal as to the binding character of Conventions had a decisive influence on the character the International Labour Organization was to develop. Although it was clearly understood that the whole object and purpose of formulating Conventions was that they should be ratified and enforced by member countries, there was now no binding obligation to this effect. There remained only the obligation that member countries should submit Conventions to their respective competent authorities "with a view to the enactment of legislation or other action;" and if such action was not forthcoming the matter was ended.

Events were to prove, however, that few governments were yet prepared, in actual fact, to concede as much of their sovereignty to an international authority as the original British proposal would have demanded. And quite apart from the obvious difficulties of federal states in regard to such a proposal, there was also the dilemma of economically underdeveloped countries which were not able to keep pace with the labour standards of the industrialized nations, and would therefore

have been obliged to reject most Conventions.

Under the Paris agreements, then, the ILO was given the task of setting goals for voluntary rather than semi-compulsory national action. Its achievements in this endeavour will be discussed below. But first an account should be given of Canada's participation in the establishment of the new labour organization.

Canada at the Paris Conference

Canada's delegation to the Paris Peace Conference was headed by Sir Robert Borden, the Prime Minister. It included members of his Coalition Cabinet, while among his advisers was P. M. Draper, the Secretary of the Trades and Labour Congress.

The Canadians were not directly represented on the Labour Commission. But they were kept informed of its proceedings by the British, with whom the Dominions were in close association throughout the Conference, and whose delegation was known as the "British Empire" Delegation.

In particular the Canadians, as representatives of a federal state, were consulted as to the United States stand in demanding special consideration in the ILO Constitution for countries with that form of government. The view of the Canadians at that time was that their federal form of government would not hinder them from dealing effectively with ILO Conventions. Even though it was recognized that the subject matter of many of these Conventions would ordinarily fall within provincial jurisdiction, it was nevertheless

felt that Section 132 of the British North America Act, which sets forth the treaty powers of the Federal Government, was wide enough to confer on the Parliament of Canada any necessary legislative powers. As will be shown below, the problem was to prove considerably more troublesome.

But a more immediate pre-occupation was uppermost in the minds of the Canadians at this time. This was the question of the status to be accorded their nation, along with the other British Dominions, as members of the League of Nations and of the ILO. The fact that the Dominions were independent, self-governing units within the framework of the British Empire was not generally appreciated, and the suspicion persisted in some quarters that to accord separate membership to Canada and the other Dominions, apart from the British Empire, would be to present the British with six votes instead of one.

The problem arose on several occasions at the Peace Conference, and among others in connection with membership on the Governing Body, or executive, of the International Labour Organization. The Governing Body was to be composed of twelve government members (in addition to six employers' and six workers' members) of whom eight were to represent the states of "chief industrial importance."* Although Canada had good claims to be ranked within the first eight industrial states, the Labour Commission decided that she and the other Dominions should be excluded

from consideration in view of Britain's membership. This was a blow against Canada's international status which had to be resisted. The Commission's report had still to come before the plenary session of the Peace Conference for approval; and the Canadians made full use of the interval to negotiate for an amendment. Against stubborn resistance, Sir Robert Borden fought and won for Canada the recognition by the plenary session of her right to be independently represented on the Governing Body, a right which Canada has since maintained.

The Canadian Prime Minister also played an important role in regard to other phases of the Labour Commission's report, and made a decisive intervention in framing a compromise solution to difficulties in regard to the Labour Charter which at one time threatened to block the acceptance by the Peace Conference of the Labour Commission's work.

The First ILO Conference: Washington, 1919

Although the ILO had now been officially created, it existed as yet only on paper. How effective would this new and strangely fashioned labour organization prove to be?

For an answer to this question, the world looked to the first General Conference of the ILO, which opened in Washington on October 29, 1919. It was significant that the Labour Organization was getting to work well before its parent body, the League of Nations, which did not hold its first meeting until some months later.

* * *

The LABOUR GAZETTE of September, 1919, records the preparations

* Three years later it was decided to increase the Governing Body to its present size of sixteen government members, eight employers' and eight workers' members.

made by an international organizing committee for the first General Conference of the ILO. The agenda, which had been agreed to at Paris, included such subjects as the 8-hour day and the 48-hour week, unemployment, and various aspects of the protection of women and children.

To secure information on these subjects as a guide to the work of the Conference, the Organizing Committee adopted a procedure which has since become standard ILO practice: that of sending questionnaires to each of the member countries to inquire about their law and practice, and their views on the subjects to be discussed.

The preparation of a reply to this questionnaire was the first task of the Canadian Department of Labour in relation to the new International Labour Organization; and the information was promptly compiled and despatched.

The next problem to arise was the appointment of a delegation to the Washington Conference. In addition to Government members, this was to include delegates and advisers representing Canadian employers and workers.

The Department therefore approached the Canadian Manufacturers' Association, which nominated S. R. Parsons, President of the British American Oil Company, and five advisers.

As labour representatives, the Trades and Labour Congress of Canada submitted the names of P. M. Draper as delegate and Tom Moore as adviser, along with four others.

Then came the question of Government representatives; and a decision had now to be made in regard to the position of Canada's

nine provinces. It was true that at the Peace Conference the Canadian delegation had taken a broad view of the Federal Government's powers to fulfil its treaty obligations. Nevertheless the fact remained that the Washington Conference was to deal with certain matters that were normally within provincial jurisdiction; and with others on which the jurisdiction was in doubt.

It was therefore decided that, although the Dominion Government should name the two principal delegates, the provinces should be invited to name advisers. This was done, and all the provincial governments accepted the Dominion's proposal.

It is interesting to note that Prince Edward Island nominated the Hon. W. L. Mackenzie King, who at that time was Leader of the Opposition. The Ontario nominee, Dr. Walter A. Riddell, the provincial Deputy Minister of Labour, was subsequently to have a distinguished career both as a member of the ILO staff and later as Canada's Permanent Delegate to the League of Nations at Geneva. Dr. Riddell was on many occasions the Canadian Delegate to ILO Conferences, and is the only Canadian to have been elected Chairman of the Governing Body.

The Canadian Delegation was headed by the Hon. Gideon D. Robertson, Minister of Labour, and the Hon. Newton W. Rowell, President of the Privy Council. The Deputy Minister of Labour, Mr. F. A. Acland, was adviser and alternate delegate.

Eight-Hour Day Objective

The Washington Conference attracted wide attention both in Canada and abroad. Of particular

interest, of course, was the project for a Convention on Hours of Work.

At the time of the Washington Conference, the 8-hour day was one of the major objectives of labour, both in Canada, the United States, and abroad. Already considerable research had been undertaken on the subject of industrial fatigue, notably in Britain, where studies in munitions factories during the war had indicated that the utmost in productive efficiency could not be attained if hours of work were too long. There was thus a substantial body of official and public support for the 8-hour day.

However each country retained its fears as to the possible dangers that unilateral action would create, in the face of international business competition. It was widely hoped, therefore, that the adoption by the newly formed International Labour Organization of an Hours of Work Convention would be the dynamic factor that would set off national action to limit working hours in the major industrial countries of the world.

But the subject was still a contentious one, and naturally the Washington Conference was not to adopt an Hours of Work Convention without long and strenuous debate.

The Employers' Group brought in an amendment to the proposed Convention text, accepting the principle of the 8-hour day and 48-hour week, but introducing a series of modifications and conditions. According to the LABOUR GAZETTE, "strong opposition to the employers' plan was voiced by various workers' delegates".

P. M. Draper, the Canadian Workers' Delegate, urged as a counter-proposal that the 8-hour

day should be coupled with a 44- instead of a 48-hour week. This proposition was ruled out of order, as being contrary to the terms of the agenda.

The discussion in plenary session "ranged over a wide field and brought out most of the arguments for and against the 8-hour day and 48-hour week", according to the LABOUR GAZETTE report.

It took weeks of work to thresh out the details of the Convention, which gradually emerged from the discussions as an instrument embodying the closest to agreement that the various interested parties could come. When at length it was ready for the vote, it was evident that the drafters had done their work to the general satisfaction of the delegates present; for the Convention was adopted by 82 votes in favour to only 8 against, with one abstention. It thus became Convention No. 1 of the International Labour Organization.

The other items on the agenda were to cause less trouble. Five more Conventions and six Recommendations were agreed to, and the delegates could now return home, after a month of tense and exciting negotiation, while the world could begin to assess the results of their labours. But before considering this matter, it is necessary to record the steps taken to put the new Labour Organization on a permanent footing.

Building an International Labour Code

Although the drama of the Conference was over, the work of the ILO was just beginning. The first task was to establish the permanent Office of the ILO, the body which was to foster on a year-round basis the ILO's objectives.

A Frenchman, Albert Thomas, was named as Director of the International Labour Office. A brilliant orator and inspiring leader, Albert Thomas was quick to recruit a staff of international officials, to establish communications with member governments, and to commence the vast tasks of compiling information on labour subjects from all over the world and of making it publicly available in printed reports and periodicals.

Within a matter of months the second session of the International Labour Conference took place, this time at Genoa. Devoted entirely to the problems of merchant seamen, this Maritime Conference adopted three Conventions and Four Recommendations, thus laying the foundation for the structure of international regulations which were later to become known as the International Seamen's Code.

In 1920 the ILO moved to Geneva, which was to become its headquarters. Conferences now followed one another annually, and a steady stream of Conventions and Recommendations embodied the decisions of the world's workers, employers and Governments on labour standards. Workmen's

compensation; one day's rest in seven; inspection of emigrants; sickness insurance; minimum wage-fixing machinery; factory inspection: these were but a few of the subjects concerning which the ILO adopted international regulations at the early Geneva Conferences.

Canada, of course, participated in all these meetings, and also, as one of the eight states of chief industrial importance, in the meetings of the Governing Body. Canadian labour was also represented on the Governing Body in the person of P. M. Draper, one of the eight workers' members. Mr. Draper, by means of the ties that the Trades and Labour Congress maintained with the American Federation of Labour, was able in some degree to foster the interest of American labour in the ILO, even though their Government remained outside the ILO membership.

* * *

As the ILO's work prospered, its stability became assured. It was decided to construct at Geneva a permanent building for the International Labour Office. It was agreed that the various member countries should contribute to the



Geneva's Palais des Nations, where workers, employers and government delegates from almost every nation assemble for the annual ILO Conference.

structure by the gift of building materials, ornaments, or works of art, representing the most characteristic forms of national production.

The Canadian delegate to the Conference in 1924, Mr. F. A. Acland, announced that Canada's contribution, symbolizing its rank as one of the great lumber producing countries of the world, would be to provide the doors on the main floor of the new building.

"The doors", he told the Conference, "will be solid and of a substantial character destined to endure not merely for years but for generations, and I am asked by the Minister of Labour to express the hope that the nations now constituting the International Labour Organization will continue their interest in the work of the office so long as these doors will last, unless it should happen—a perhaps unlikely event—that the particular evils for the remedy or amelioration of which the International Labour Office was erected, shall have in the meantime passed away."

* * *

In 1929, as the ILO reached the end of its first decade, the time had come to take stock of the progress that had been achieved.

The Chairman of the Governing Body, Mr. Arthur Fontaine, made an interesting summation. He noted that there had been twelve Conferences, attended by delegates from some forty or fifty states, at which 29 Conventions and 33 Recommendations were prepared.

What had been the progress of ratifications? Mr. Fontaine pointed out that only 32 of the member states were sufficiently industrialized to take an active interest in the regulation of working

conditions. If all these 32 states had ratified every Convention, the total of ratifications would have been 768. In actual fact, the number registered or authorized by these states was 404, or 53 per cent of the theoretical possibility.

He pointed out that the progress made in regard to the subject matter of Conventions was usually considerably ahead of the actual number of ratifications. "The Conventions are nearly always based on a large amount of practical experience, or at least on a wave of public opinion which has already spread far beyond the limits of the working class, and in consequence they tend to form, and rapidly do form, the standard for working conditions. All countries gradually approach this standard, simply as a result of considering it as the normal condition.

"One example, the most striking one, will suffice. The eight-hour day is already considered as the normal working day, not only in the fourteen countries which have ratified the Convention, but everywhere. It is perhaps nowhere so firmly rooted in custom as in Great Britain, although Great Britain has not yet ratified. Everywhere this is the standard which is being aimed at. It is a world standard..."

This being the case, it appeared, from Mr. Fontaine's analysis, that ILO Conventions were exercising two kinds of influence on world labour progress. In the first place they comprised a system of international legislation which had gained a remarkable degree of acceptance—on a voluntary basis—among member countries. Secondly, they served the important function of setting standards, towards which the less

developed countries could gradually advance.

Albert Thomas expressed the importance of this second function succinctly: "We have taught the world," he said, "to speak something like the same language on social questions."

Nevertheless, as Mr. Fontaine pointed out, it was important that the process of ratification should continue, "not only because ratifications make the workers' position more secure, but also because a system of international legislation on general principles would be one of the strongest guarantees for peace in the future".

Yet this process of ratification, from which such advantages could be derived, was not always a simple matter to member countries, particularly where great and contentious issues were involved. This was true, for example, of the most important of the Washington achievements, the Hours of Work Convention. A quick review of the action taken on this Convention by member countries during the first few years of the ILO's existence illustrates the difficulties.

* * *

As has been seen, the Washington Conference met in October and November of 1919.

Within due course a certified text of each of the six Conventions and six Recommendations of the Conference was submitted to the various member governments of the ILO. Each of these governments had now to consider its obligations under the Constitution of the ILO, and to decide in what way it was expedient to fulfil these requirements.

Although the months following the Conference saw much

discussion of its accomplishments, the member countries were not precipitate in taking action to implement them by national legislation.

The major industrial countries, while favourably disposed to most of the Washington Conventions, were wary of ratification of the Hours of Work Convention. In Britain the Government decided to accept four of the six Washington Conventions, but it was explained in the House of Commons that the terms of the Hours Convention were too rigid to be applied in all circumstances in British industry.

Britain's principal trade rivals, France and Germany, likewise failed to ratify, as did Belgium, the Netherlands, Italy and Japan.

In 1926 an effort was made to break this deadlock, when Britain, France, Belgium, Germany and Italy held a meeting to consider whether they could agree among themselves to ratify the Hours Convention. Shortly afterwards Belgium ratified. A few months later France made a "conditional" ratification, stipulating that she would be bound only if Britain and Germany ratified also. The device proved unsuccessful in eliciting the particular ratifications desired. But the matter continued to be the subject of much discussion both at ILO Conferences and in the various countries.

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The scope and limitations of the ILO were thus made clear. As a voluntary association it could set standards. And these standards could exercise a strong moral effect. But when it came to the formal implementation of these standards into legislation, the ILO could move no faster than governments were prepared to follow.

The logic of this situation was recognized by Albert Thomas, who, hard as he worked to convince the world's governments of the desirability of ratifying international labour Conventions, had to admit that "neither governments nor ministers can decide to ratify a Convention unless it accords with the prevailing public opinion in their country". It is thus necessary, Mr. Thomas concluded, to "endeavour to convince public opinion".

Canada and the ILO

In 1930, P. M. Draper could say in Canada about the ILO: "As an experiment in internationalism the ILO is all that its sponsors hoped it would be. It remains only for the nations of the world to continue to give it in the future the support they have given it in the past in order to make this great agency for world peace the complete success that it deserves to be."

This was not to say that Canada's experiences with the ILO had been altogether smooth sailing. In particular, Canada's experience with the Hours of Work Convention illustrated the special difficulties with which a federal state is confronted in seeking to follow the ILO road to social progress.

The Canadian delegates returning from the enthusiastic atmosphere of the Washington Conference, had found themselves confronted with some sober problems with regard to the application of Conference decisions. What was the precise nature of Canada's obligation in regard to ILO Conventions? Was the 8-hour day to be imposed by national or by provincial

legislation? Was legislation in fact desirable—did public opinion really favour such a step, or had the Washington Conference advanced further than it was practicable to follow? What were the other countries going to do—if they failed to ratify, would Canada's ratification place her at a disadvantage? And in particular, what about the United States, Canada's powerful neighbour, which was not even an ILO member, and therefore could not be bound by ILO standards?

Immediate implementation of the Hours of Work Convention would have meant substantial changes in Canada's industrial standards. Although there was already a certain amount of legislation on hours of work at the time of the Washington Conference, a Labour Department survey covering 612,398 workers showed that only 266,236 of these were on an 8-hour day. Even this number included 100,000 railway employees whose "basic" 8-hour day "did not necessarily constitute an actual 8-hour day," according to the LABOUR GAZETTE report. Some 133,000 employees were working 10 or more hours a day.

To institute an 8-hour day, without assurance of parallel action by other countries, and particularly by the United States, would thus have been a drastic step. Canada's concern over this situation was expressed by Mr. Rowell in an address to the American Federation of Labour which held its annual meeting in Montreal, in June, 1920.

"We in Canada," said Mr. Rowell, "believe (the ILO) is not only in the national interest, but in the interest of the peace and progress of the United States."

Turning to Mr. Gompers in the chair, he continued:

I want to say to you, Mr. President, in all seriousness, while the Government of Canada must decide for itself, or the various governments possessing legislative authority must decide for themselves, what they are going to do in connection with the Conventions and Recommendations adopted at Washington, it will make it much more difficult for our Parliaments and Legislatures to act if you do not move along the same lines at the same time. And I say this in the interests of the workers of Canada, who are anxious to see these laws and functions put into effect.

The question of jurisdictional competence to legislate on hours of work was another crucial factor in Canada's attitude towards the Hours Convention. It was generally agreed that under normal circumstances the provinces had jurisdiction in this field. Early in 1920 Senator Robertson, as Minister of Labour, conceded the right of the provinces to enact legislation on the 8-hour day. But he added that "if the Provincial Legislatures do not see fit to act in the matter, the Federal Government has jurisdiction, under its treaty-making rights, to enact such legislation."

A different picture emerged later in the year, however, when the Department of Justice issued an official opinion on the jurisdictional question. An Order in Council expressed the Department's opinion that the treaty engagement entered into by the Dominion in regard to ILO Conventions was not such as to justify Dominion action under Section 132 of the British North America Act in regard to Conventions where the subject matter fell within provincial jurisdiction—as

did the Hours Convention, except in its application to federal works and undertakings. The Dominion's obligation was merely to bring the different Conventions and Recommendations before the competent authority, whether Dominion or provincial. There was no obligation to enact legislation, and hence Section 132 could not apply.

In accordance with this viewpoint, the Hours of Work Convention, together with the other Conventions and Recommendations adopted at the first two ILO Conferences, were tabled in the House of Commons by the Minister of Justice on May 28, 1921, but no legislation was introduced. The texts were also communicated officially to the provinces.

Meanwhile the Trades and Labour Congress of Canada had been urging the Government to take action, though what kind of action was possible seemed less and less clear.

Three months after the Washington Conference, the Congress called on the Federal Government to enact a national 8-hour work day, "in conformity with the Peace Treaty"; and suggested that if necessary the B.N.A. Act be amended to make such legislation possible.

The Congress also made an approach to the various provincial governments, asking that they enact legislation on hours of work. A partial success was gained when British Columbia passed a series of acts to conform with the Washington Conventions, but the taking effect of the acts was made contingent upon the passing of similar legislation in other provinces, and this, unfortunately, was not forthcoming.

Early in 1921 the Congress returned to the Federal Govern-

ment with a two-fold suggestion: that it introduce the 8-hour day on works coming within federal scope; and that it call a meeting of Provincial Government representatives to facilitate joint action to implement the Convention within each province.

Such a meeting was, in fact, convened in 1923. It was attended by representatives of workers and employers as well as of the Dominion and Provincial Governments, and it gave careful consideration to each of the ILO Conventions that had been adopted up to that date in terms of possible Canadian action. But the Canadian Manufacturers' Association commented, following this Conference, that it seemed to be the consensus of opinion of delegates to the conference that implementation of the Hours Convention was not "practical politics".

The Association, while expressing its support of several of the ILO Conventions, had previously gone on record as opposing vigorously any legislation to give effect to the Hours of Work Convention. It argued that any such action would have "disastrous consequences in an undeveloped country such as Canada to which new capital must be attracted", and that "it is absolutely impossible for Canada to think of passing such legislation unless and until similar legislation is passed in the United States."

In 1925 the Supreme Court confirmed the view that the provinces, and not the Dominion, had general legislative competence in regard to the subject matter of the Convention. And so the matter rested, although the Trades and Labour Congress continued to urge on both Dominion and provincial

authorities, year after year, the desirability of action.

In 1930, however, an Order in Council officially established the 48-hour week as the maximum for Federal Government employees (with certain exceptions). And in 1935, the whole question of Dominion-provincial jurisdiction was re-opened when the Rt. Hon. R. B. Bennett, as Prime Minister, made an attempt to effectuate the Hours Convention for the whole country through federal legislation. This attempt will be described below.

Meanwhile it will be appropriate to record the Dominion's first successes in regard to ILO Conventions.

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Among the few ILO Conventions which were indisputably within federal jurisdiction were those affecting the employment conditions of seamen. In spite of a certain reluctance to subject Canadian shipowners to conditions which were not yet generally in force in other countries, it was decided in 1924 to amend the Canada Shipping Act to bring Canadian legislation into conformity with four ILO Maritime Conventions.

The first of the four Conventions was designed to give financial protection to shipwrecked seamen. It provided for the continuation of their wages during unemployment resulting from shipwreck for a period not exceeding two months.

The other three Conventions were intended to protect young persons. They established a minimum age of 14 for the admission of boys to employment at sea, and a minimum age of 18 for their employment as trimmers or stokers. They also called for compulsory

medical examination to establish the physical fitness of young sea voyagers.

Although the Canada Shipping Act was changed in the summer of 1924 to correspond with the terms of the ILO Conventions, the coming into force of the amendments was postponed until the British Parliament should have imposed similar standards on British shipping. This happened a year later. On the first of January, 1926, therefore, the Canadian legislation came into force; and three months later Canada's first ratifications of ILO Conventions were registered at Geneva.

In accepting the international responsibilities which this action entailed, Canada proclaimed to the world her willingness to follow the spirit as well as the letter of the obligations imposed by ILO membership, and to participate in the ILO structure of international labour law.

Canada has since ratified three other Maritime Conventions; and has enacted legislation which is expected to lead to the ratification of four others in the near future.

In regard to Conventions falling within provincial scope, the federal Government has consistently referred these to the provincial governments for their consideration and any action they may choose to take.

The question of whether the Dominion should, or could, ratify a Convention on the basis of provincial legislation is one that is fraught with both legal and political difficulties. No such ratification has as yet been attempted; and thus Canada's total record of ratifications does not stand high among the ILO member countries, even though the standards of Canadian workmen are without

doubt among the world's best. But the existence of these Conventions has stimulated a considerable degree of provincial legislation; and has also helped to establish the standards that are recognized as normal by management and labour as well as in official quarters.

Action of Bennett Administration

The attempt in 1935 of the Rt. Hon. R. B. Bennett to give effect by federal legislation to Conventions normally within provincial jurisdiction was a development of the greatest importance in Canada's relationship with the ILO.

Through the early depression years the ILO had urged various remedies for the unemployment crisis which, according to ILO figures, affected as many as 25,000,000 workers throughout the world.

In 1932, for example, meeting under the presidency of a Canadian, the Hon. Senator G. D. Robertson, former Minister of Labour, the Conference adopted a resolution on unemployment calling for a bold program of national and international public works and other measures. The ILO also, in those years, was advocating such measures as the abolition of overtime, and the adoption of social security programs, including in particular unemployment insurance.

Above all, the ILO emphasized the desirability of a shorter standard work week, as a means of distributing available work over a larger number of persons.

Reflecting the general sentiment for shorter hours, which by this time was being expressed by the Canadian Manufacturers' Associa-

tion as well as by the trade unions, the Canadian House of Commons in 1932 adopted a motion calling attention to the Hours of Work Convention and urging its implementation throughout Canada. The resolution failed, however, to elicit any significant provincial action.

Early in 1935 Mr. Bennett summed up for the House of Commons the difficulty which prevented the provinces from taking full advantage of their right to legislate on hours of work. Reminding the House of the danger of a "mad competition in invitations to induce manufacturers to set up their factories in this province or in that because in a particular province he may work his labour longer hours than in another", Mr. Bennett said: "If that is wrong, as everyone agrees it must be, there is only one method by which it can be dealt with, and that is by uniformity of law. The uniformity cannot be secured by piecemeal legislation, to use the language of the books, by one province enacting an eight-hour day law and another a nine-hour day; by one province making limitations of this character and another of another. Rather there must be placed upon the statute books of our country a broadly conceived statute that will ensure uniformity and equality in the work with respect to the matters in which the workman is interested."

Mr. Bennett announced his intention, as part of his program of "New Deal" legislation, to ratify the Hours of Work Convention.

Fully aware of the judicial opinion that hours of work normally came within provincial jurisdiction, Mr. Bennett never-

theless argued that in recent years the constitutional position had changed. Privy Council decisions in the "Radio" and "Aviation" cases had upheld the Dominion's authority under Section 132 of the British North America Act to legislate to implement international treaties. He reasoned that if Canada ratified an ILO Convention, it would then be bound by the Convention as though it were a treaty. Having become subject to treaty obligations in this manner, Canada would then find power, in Section 132, to carry out its obligation by adopting the necessary legislation.

In line with this reasoning, Mr. Bennett first introduced in the House of Commons a motion approving the Hours of Work Convention. He then introduced legislation to implement the terms of the Convention.

In seeking Parliament's approval of this procedure, Mr. Bennett stressed the desirability of supporting the ILO system, in order that countries competing with Canada might be encouraged to ratify Conventions in their turn, and thus raise their labour standards.

"We have sometimes complained," he said, "of unfair competition and of conditions of living and labour in other countries, but failure on our part to ratify certain Conventions that have been made has had the effect of creating a rather unfavourable opinion amongst other countries that have adopted them."

Members of the House of Commons were for the most part in accord with the principle of shorter working hours, but Opposition speakers were dubious about the manner of procedure. Pointing to the need for proceeding in

a correct constitutional manner, the Hon. Ernest Lapointe said: "The thing will be better done if it is well done."

As it turned out, Mr. Bennett's views on the federal power to legislate on ILO Conventions were not to receive judicial support.

The "New Deal" measures were referred first to the Canadian Supreme Court, which divided 3-3 on the validity of Mr. Bennett's action. They were then submitted to the Judicial Committee of the Privy Council, whose opinion was delivered in 1937. The Privy Council ruled that the subject of hours of work was normally within provincial jurisdiction; and that Section 132 of the B.N.A. Act did not confer on the Dominion the right to invade this jurisdiction. Their Lordships reasoned that if Section 132 were to be interpreted as granting such authority, the Federal Government "need only agree with a foreign country to enact such legislation: and its Parliament would be forthwith clothed with authority to affect provincial rights to the full extent of such agreement. Such a result would appear to undermine the constitutional safeguards of provincial constitutional autonomy".

Accordingly the Privy Council ruled that the Hours of Work Act was *ultra vires* of the Parliament of Canada.

Their Lordships closed their decision, however, on a more encouraging note. "It must not be thought," they concluded, "that the result of this decision is that Canada is incompetent to legislate in performance of treaty obligations. In totality of legislative powers, Dominion and Provincial together, she is fully equipped. But the legislative powers remain

distributed and if . . . she incurs obligations they must, so far as legislation be concerned when they deal with provincial classes of subjects, be dealt with by the totality of powers, in other words, by co-operation between the Dominion and the Provinces."*

The pattern of Canada's relationship to ILO Conventions falling within provincial jurisdiction was thus fixed. Short of changing the Constitution, she could not ratify them through federal legislation. And, short of obtaining some form of agreement which would be as binding on the provinces as a treaty is to the federal Government, she would find it difficult to ratify on the basis of provincial legislation.

The position was examined by the Rowell-Sirois Commission on Dominion-Provincial Relations, and was declared to be unsatisfactory. The Commission recommended "that the Dominion and the provinces together should decide how international labour Conventions should be implemented."

The question has been on the agenda of subsequent Dominion-Provincial Conferences, but has not as yet been reached for discussion. (It has, however, been discussed at sessions of the Canadian Association of Administrators of Labour Legislation.)

Meanwhile the favourable economic conditions of recent years, and the enhanced strength of organized labour, have been accompanied by a considerable expansion of provincial labour legislation. This development has

*The Privy Council decision applied also to two other pieces of federal legislation, designed to implement ILO Conventions dealing with minimum wage-fixing machinery and the enforcement of one day's rest in seven.



In 1946 Montreal was the seat of an important session of the International Labour Conference. Shown above on the Conference rostrum are Mr. E. J. Phelan, ILO Director-General, Hon. Humphrey Mitchell, Minister of Labour, who was elected President of the Conference, and Mr. Trygve Lie, Secretary-General of the United Nations. Part of the Canadian Delegation, shown below, are Mr. Gustave Francq, Workers' Delegate, Messrs. V. C. Phelan, Paul Goulet and Paul Renaud, Government representatives, and in the background Messrs. W. L. Best and Hugh Henderson, Workers' representatives. The Employers' Delegate, not shown in this photograph, was Mr. Harry Taylor.



brought Canada a good distance towards compliance with the three Conventions ratified by Mr. Bennett in 1935.

At last year's Conference the Canadian Government Delegate, Mr. Goulet, was able to report on the considerable degree of progress that had been achieved. But he found it necessary to emphasize "that the provinces are fully autonomous as regards the subject matter of these Conventions, and that efforts on the part of federal authorities to obtain compliance are therefore necessarily limited in scope."

The ILO Today

To revert now to the main story of the ILO. There is no space here to describe the Conference's action on the many draft Conventions and Recommendations that came before it. We have traced the growth of the Organization up to the depression years. Its war and post-war experiences, leading up to the remarkable new role it has only recently undertaken in international affairs, can be quickly told.

Through the latter part of the 'thirties, Germany, Spain, Italy and Japan one by one left the ILO, as they abandoned the League of Nations.

In the summer of 1939, with the world poised on the brink of war, the member governments of the ILO agreed that in the event of crisis the Organization should so far as possible continue its activities. Thus, in the spring of 1940, the ILO was making preparations for its annual Conference when the Nazi onslaught descended on the Lowlands.

The ILO might conceivably have remained at Geneva, in an attempt

to retain some sort of international status above the battle. But an organization devoted to the interests of the workers was inevitably linked with the cause of freedom.

Led by its Director, John Winant, the ILO abandoned the neutrality of Switzerland, and, at the invitation of the Canadian Government, established wartime headquarters at Montreal. Here its fund of experience in labour and social questions was put to the use of the Allied cause. The ILO prepared studies on such matters as wage and price controls, manpower utilization, industrial fatigue, absenteeism, and factory standards. Through the loan of experienced officials, it provided aid to governments faced with a host of economic problems. John Winant himself left the ILO, to become President Roosevelt's wartime ambassador at London. E. J. Phelan, who had been concerned with the ILO since the days of the British preparations for the Paris Peace Conference, and who had been Albert Thomas' first appointee to the staff of the International Labour Office, took over the wartime direction of the ILO.

An important phase of the Organization's work at this time, had to do with reconstruction planning for the post-war period. In 1944 the ILO conducted at Philadelphia the first of the great international conferences at which the United Nations were to formulate their post-war objectives.

Here was adopted the Philadelphia Charter, which redefined the role the ILO was to play in the post-war world in the service of Labour. Here were reasserted the great principles that "lasting peace can be established only if it is based on social justice," and that

"poverty anywhere constitutes a danger to prosperity everywhere." The Declaration set forth the solemn obligation of the ILO to further among the nations of the world programs which will achieve full employment and the raising of standards of living, social security, protection for the life and health of workers, effective recognition of the right of collective bargaining, equality of educational and vocational opportunity, and other basic objectives.

Reflecting the great post-war objectives of the time, the Conference adopted three Recommendations on full employment policy, and three Recommendations calling respectively for a comprehensive plan of social security measures, a complete medical care program, and a system to provide for the rehabilitation of veterans of the Armed Forces.

One of the Canadian Government Delegates was Mr. Paul Martin, then Parliamentary Assistant to the Minister of Labour. In summing up the Conference's achievement, Mr. Martin pointed out what a long way the world had come in social progress during the ILO's 25-year history. "Agreement was reached," he declared, "on principles which a quarter of a century ago would have been labelled as revolutionary—labelled by beneficiaries of privileges as political, economic and social disaster."

No sooner had the war ended, than the ILO, in the fall of 1945, was again on European soil, holding its first post-war Conference in liberated France.

In 1946 Canada was for the first time the host country to an International Labour Conference. At this session, held in Montreal, the

Honourable Humphrey Mitchell, Minister of Labour, became the second Canadian to act as President of an ILO Conference.

In his Presidential Address, Mr. Mitchell stressed the task of the ILO in giving hope to the peoples of war-ravaged countries for the extension of social justice and the progressive improvement of living standards.

"The principles of social justice," he declared, "must be applied to our economic and social life, finding ultimate expression in their respective legislative decisions. To the extent that the International Labour Organization may help in the realization of this objective, its work must be worth while as essential to human progress."

The Montreal Conference marked a turning point in the ILO's activities. The Constitution of the Organization was thoroughly revised, to equip it better to carry on its post-war functions. The Conference also agreed that the ILO, having outlived its parent body, the League of Nations, should now enter into association with the newly-formed United Nations Organization as a specialized agency.

In 1948 with its return from Montreal to its permanent headquarters at Geneva, the ILO had completed its post-war reconstruction and had returned to normal functioning.

* * *

The retirement of E. J. Phelan as Director-General of the ILO marked the end of an era. Mr. Phelan had been associated with the ILO throughout its history. To succeed him, the ILO acquired its present Director-General, Mr.

David Morse, who at the time of his appointment was U.S. Under Secretary of Labour. Under Mr. Morse, the Organization has had to face the task of adapting itself to a world that has changed indeed since the period of the Versailles Treaty.

In response to these changed and changing world conditions, the emphasis and scope of the ILO have altered. No longer primarily concerned with European problems, the ILO has "decentralized," and is dealing with the needs of the awakening labour movements in such lands as India, Pakistan and Indonesia. It has held Regional Conferences in Latin America, Asia, and the Middle East.

The ILO has also changed its emphasis industrially. Through its newly-developed industrial committees, it is giving attention to the problems of specific industries such as was hardly possible at General Conferences. The ILO also has created committees of experts in such fields as accident prevention, industrial hygiene, juvenile employment, women's work, "white collar" workers, migration, social security and recreation.

Perhaps the most significant extension of ILO activities, however, has been its embarkation on what David Morse describes as an "operational" program by means of which the ILO is lending concrete assistance to member countries in such fields as employment service organization and industrial training. Through participation in the United Nations program of technical assistance to underdeveloped countries (commonly associated with President Truman's "Point

Four" program) the ILO is further expanding its operational activities.

* * *

But what of the ILO's achievement in its original field, which continues to represent its basic function—that of developing international labour legislation?

In 1934 Harold Butler, who had succeeded Albert Thomas as Director, could boast that ILO conventions touched almost every phase of industrial life, and constituted a "real international labour code".

Addressing the annual meeting of the American Federation of Labour, shortly after the United States Government had announced its intention to join the ILO, Mr. Butler pictured the position of a worker whose country had put the major ILO Conventions into effect.

"First of all he cannot be employed until he is 14 years old, in industry or commerce. While under the age of 16 he may not work at night in any industry, and in most industries not till he is 18. His hours of work in any industrial occupation may not as a rule exceed 48 per week and he will be entitled to one day's rest in seven. If he meet with an accident or is stricken by any of the principal industrial diseases, he will have the protection of a government-controlled fund against sickness, old age or invalidity. Finally, if he is unemployed, a government employment service will help him to find a job, and if he cannot do so, he and his family will be preserved from destitution by a state scheme of insurance or relief.

"I might add that if he is a seaman, he can apply for a job

to an employment office jointly administered by shipowners and seamen. When he is engaged, it will be under articles of agreement protecting his rights, and if he meets with shipwreck, he will be entitled to be repatriated and compensated during the period of unemployment at the cost of the shipowner."

Were today's Director-General to continue Mr. Butler's outline, in terms of the provisions of more recent ILO Conventions, he would be able to dwell on some outstanding improvements. He would first point out that today's worker, if subject to ILO standards, is on a work week of 40 rather than 48 hours. He is entitled to vacations with pay. The payment of his wages is protected by legislation. If he migrates to another country, he is entitled to the same standard of working conditions as the native-born worker. And—of supreme importance in a world threatened by totalitarianism—he has the guaranteed right to join a trade union and enjoy the benefits of free collective bargaining. Finally, the standards erected for his protection are guarded by a system of government labour inspection.

Today the ILO has increased the number of its Conventions to 98. Well over a thousand ratifications of these Conventions have been registered.

The sum total of this achievement cannot be measured. For, as Mr. Paul Goulet, the Canadian Government Delegate, declared to last year's International Labour Conference: "A thousand ratifications of ILO Conventions, vital as they are, do not begin to tell the story of the progress in human welfare that the ILO has helped to activate.

"For whether they are immediately ratified or not, these Conventions establish guidemarks for the future course of the world's social policy.

"The ILO now has thirty years behind it," Mr. Goulet concluded, "encompassing a rich and varied achievement. The work of these decades justifies our confidence that as the problems of our age change, the ILO will have the flexibility to adapt itself to changing world demands, and will thus continue to play its proud role in the history of man's struggle to attain peace, prosperity and social justice."

And—to conclude this review with a further quotation from the Hon. Humphrey Mitchell's Presidential Address to the Montreal Conference of the ILO—"Unless we make social justice the cornerstone of our respective national lives and the basis of international policies, devastation and destruction must by the very nature of things be the lot of mankind."

Prairie Assignment

by Harry J. Walker

Editor-in-Chief, LABOUR GAZETTE

Dramatic Origin of a Famous Canadian Statute

On a bleak day in November, 1906, a young Canadian Deputy Minister stepped briskly down the gang-plank from the red-funnelled Cunarder "Caronia" to its pier at New York. It was the New York of Rectors and the "Red Mill", but this alert young man had neither the inclination nor the time for the attractions of Broadway.

Besides, he had just been handed a telegram from the Prime Minister of Canada, Sir Wilfrid Laurier, assigning him to an urgent mission to the prairies.

As Deputy Minister of Labour and "trouble shooter" for Laurier, William Lyon Mackenzie King had just completed successfully a delicate job of telling the British Government, through fiery David Lloyd George, that it would be an act of colonial statesmanship if His Majesty's Government would amend its emigration legislation so as to prevent strike-breakers coming to Canada.

The White Ensign and the "Red Duster" flew the Seven Seas in those days of Britain's two-power navy. Trade then did follow the Flag; and the Bank of England then controlled the counting houses of the world. And with the Statute of Westminster only on the loom of the future, Canada was still a colony.

In the Downing Street office of the Secretary of State for the Colonies, they listened with great attention as Laurier's young deputy, politely, but firmly, indicated the wishes of the Canadian Parliament.

An amendment to the Merchant Shipping Bill was rushed through the House of Commons even as young Mr. King sat in the galleries. This stopped the emigration to Canada, by false representations, of strike-breakers in the guise of immigrants. Back home in Canada, "Paddy" Draper and the Trades and Labour Congress applauded.

Mr. King had earned a respite for himself, but Sir Wilfrid and Rodolphe Lemieux waited impatiently for him in the East Block, centre of political gravity in Canada.

(Little did he think then that one day he would wait there in the conning tower of the Nation while directing far more momentous operations, or that he would fly the Atlantic on lonely missions, too grave to be delegated, or even to be shared in human consultation.)

Prairie Mission

The telegram informed him of a critical situation in the Canadian

West where an eight months' coal strike in the Lethbridge area had resulted in a desperate situation. Farmers were burning fence posts and straw stacks. Two provincial governments and municipal committees, backed by health officers, were appealing to the Federal Government to do something quickly to avert disaster as zero temperatures and blizzards swept the prairies, bringing dangerously close to many people the imminence of death by freezing.

Within 24 hours of his return to Ottawa, he was on his way, via the Canadian Pacific Railway. He has left a meticulous record of that journey in the reports which he wrote for the *LABOUR GAZETTE*, official publication of the Department of Labour. Even after a lapse of 43 years, his restrained and factual reporting tells a dramatic story. One senses the gathering crisis in the march of events and in his observations on the situation as he formulated his plans.

What that young officer of the Department of Labour was turning over in his mind as the crisis gripped Western Canada was something that was to have a profound influence on the future of industrial relations in this and other countries.

As he looked out his car window he noted that a bitter winter had already set in across the prairies. "For miles on either side of the railway," he wrote, "were bleak stretches of snow-covered ground, nothing to be seen anywhere except the solitary dwelling of some settler and, now and then, a coyote or prairie wolf."

Plea Makes Headlines

At Winnipeg he had been handed a sheaf of material on

the developing crisis. Included was an open letter to Sir Wilfrid—an appeal so compelling that it had made headlines across the country. The district of Ramsay, from its headquarters in the hamlet of Bladworth, Saskatchewan, faced deadly peril. Its chairman, William Ramsay—after pointing out that the settlers were burning bramble, twisted hay and grain; that the schools were closed; that the Saskatchewan Hotel (a thirty-roomed structure) had only one stove going, and that a blizzard was blowing in sub-zero temperature—lashed out in these words:

We are informed that those persons operating the mines of the people are disputing over their rights—regardless of the right of the people to live.

I would respectfully ask that you, sir, put an end to a dispute that is intolerable, and the maintenance of which endangers the life and happiness (inalienable rights of all free people) of all settlers.

I ask you, sir, on behalf of a suffering people, that by the powers vested in you the right of eminent domain be exercised.

I can assure you, sir, without exaggeration, that this matter is one of life and death to the settlers here, one requiring immediate action.

Your obedient humble servant,
Wm. L. RAMSAY
Chairman of Committee.

The Canadian people were shocked and none more so than the young deputy on whom rested a tremendous responsibility. Fortunately his whole training and philosophy had conditioned him to assess the essentials of the situation and to prescribe an immediate remedy. His difficulty

was going to be to make the embittered disputants accept it whether they liked it or not.

New Concepts of "Rights"

This last outburst from a community, frightened and suffering acutely, confirmed his own belief in two fundamentals:

- (1) That, under certain circumstances, the rights, real or fictitious, of two parties to an industrial conflict must be subordinated to the rights of a third—the Community, or even the Nation.
- (2) That if some machinery could be established it could be a medium, with effective publicity, of exposing and remedying the underlying causes and injustices in industrial disputes.

These two principles—with their variants and concomitants of collective bargaining and a "cooling-off" period—are inherent in arbitration and conciliation procedures of today. But in those days, with our pioneering concepts of "rugged individualism" and "the public-be-damned" attitude, it was too new and much too heretical for general acceptance as sound labour economics, or sociology.

As he mused on that train journey upon the ugly manifestations of human cussedness and greed that would imperil innocent lives, young Mr. King was determined he would pioneer in what he believed was in the interests of social justice.

Shortly after he stepped off the train at Lethbridge he realized that the long-standing dispute had hardened into defiant unyielding attitudes on both sides without

any interest in the consequences to suffering fellow citizens, not even remotely concerned in the causes, but vitally affected by the results.

Straight Talk

He had to break down the resistance of the recalcitrants in union halls and behind the doors of company offices. They were not even talking to each other except out of the corners of their mouths. But King talked straight at them. They were still sullen and time was running out.

More frantic appeals had come to him but the appeals now were edged with sharpness on the part of responsible Saskatchewan officials. These men began to talk rough.

Doughty W. R. Motherwell wrote from the Executive Council at Regina:

It will not do to prolong negotiations in the matter of the coal strike. In my opinion, it has reached such a crisis that the government has no alternative but to issue an ultimatum at once. We cannot afford to dally with negotiations for the sake of diplomacy when the people are perishing without coal.

His deputy was even tougher:

We cannot allow the people of Saskatchewan to suffer from cold while these people are negotiating as to the terms on which they will mine coal. "Desperate diseases need desperate remedies." This country is approaching a crisis in its economic history; and if these people cannot be persuaded to mine coal peaceably there seems to me but one alternative.

The patient persevering King seized on this as something to persuade reason in both camps.

Here was an aroused public opinion coming on to the field late, as Blucher did at Waterloo, but definitely coming into action.

In after years these multiplying evidences of the cleansing power of public opinion convinced the lone conciliator throughout his outstanding career as a Canadian political leader and elder statesman of the value of this incalculable asset in applying democratic techniques to problems of human welfare. (Witness his recent insistence on the setting up of the Parliamentary Committee on Prices.)

“Back-room” Diplomacy

With this stimuli and his own formula, King went to work again on the “Back-room boys”.

Soon he had them considering the minimum basis of settlement even from their own respective views. These he quickly presented to the opposing group. For three days, and at all hours, he stalked the rival headquarters as the emissary of reason and the conscience of the Canadian public. Tactfully, and in impeccable good faith, he whittled down all demands and counter proposals to something like a common denominator.

The major point at issue revolved about the question of full recognition of the mine workers' union and the concession of the check-off. It was the then familiar story—which still has a faintly reminiscent ring—of a Company who would meet only its own employees or a committee of them, and of employees equally determined to meet the Company through representatives of the Union, some of whom were not in the employ of the Company.

A complicating factor was the absence, at considerable distance from the scene, of the managing director of the company and the reluctance of the workers (in the last stages of the dispute) to accept settlement without consultation with the International president of the Union at Indianapolis.

Then, there were shades of interpretation to reduce to terms that meant the same thing to both parties.

Finally the young conciliator wrote the clauses concerning union recognition. His clear-cut presentation, impartiality, and his insistence on a speedy settlement in the face of an imminent death toll for the guilt of which the Canadian public would be the judge—turned the tide and brought about a resumption of work and coal production.

Even in the final stages, the miners were dubious about a matter of union protocol—whether International headquarters in Indianapolis would accept the new clauses pertaining to union security. Harassed by all the other considerations in the snarled case, King now had to decide whether he should remain on the scene or go to Indianapolis with a committee of miners.

Misunderstanding, either at Lethbridge or Indianapolis, could still bog down the negotiations he had almost brought to fruition. His immediate presence and counsel were required at all points of contact. In his own mind he was uneasy as to storms delaying communications and he was tortured by the approaching spectre of tragedy in all those prairie homesteads. Balancing all the factors, he boarded the first train for Indianapolis. He had no sooner arrived when he received the

managing director's acceptance of his formula. King showed it to the miners' committee, who also approved. The strike was over.

Disaster Averted

Production was immediately stepped up to meet the emergency and Western Canada was saved. It was the young deputy, who, more than any other human agency, had averted disaster in the West.

But it all need not have happened. That was the irrefutable fact that impressed itself upon him. Back at his desk in Ottawa he wrote the motif of his conviction in the *LABOUR GAZETTE*:

When it is remembered that organized society alone makes possible the operation of mines to the mutual benefit of those engaged in the work of production, a recognition of the obligations due society by the parties is something which the State is justified in compelling if the parties themselves are unwilling to concede it.

In any civilized community private rights should cease when they become public wrongs. Clearly, there is nothing in the rights of parties to a dispute to justify the inhabitants of a province being brought face to face with a fuel famine amid winter conditions, so long as there is coal in the ground, and men and capital at hand to mine it. Either the disputants must be prepared to leave the differences which they are unable to amicably settle to the arbitrament of such authority as the State may determine most expedient, or make way for others who are prepared to do so.

Sir Wilfrid summoned him to offer congratulations. King offered suggestions for the machinery of compulsory investigation.

"Well, then, draft such a law", said Laurier.

Formula for Industrial Peace

By this time the Christmas season was in full swing in the social life of the Capital in that nostalgic interlude before two world wars had put its blight on the hopes of mankind. But for young Deputy Minister King there could be no skating parties at Rideau Hall. By day he worked upon the problems of his Department, but by night he concentrated on spelling out his new formula and writing it into a code of industrial relations.

Here was his chance, born out of the social-economic conflicts of the new and strident machine age, to do something for the "little people" who must serve it. He realized that the machine could be a Juggernaut, crushing the lives and hopes of those who worked in factory, mill, mine or railway; or it could be a factor in achieving a standard of living, coupled with production, far beyond anything yet attained.

He drew upon the experiences of New Zealand and Australia, but he went farther in the development of a national social consciousness by legislative enactment.

Setting a Pattern

The result was the adoption by the Canadian Parliament in 1907 of the Industrial Disputes Investigation Act. In it he did not take away from Labour any right—not even the right to strike. And he gained for Labour a right which it never had—the right of investigation, at public expense, and with the full light of publicity, into any deleterious situation likely to develop into a strike or lockout.

The only compulsory feature was to place in abeyance, by law, the right to strike or lockout (and this affected employers as well) until the dispute had been the subject of investigation and conciliation.

It was the first legislation to impose what is popularly known as "the cooling-off" period. The main principles of the Act have since been incorporated in the laws of several countries. The Transvaal (now a part of the Union of South Africa) saw its merit in 1909, and Norway adopted it in 1915. Its major principles were written also into the United States Railway Labour Disputes Act, 1926.

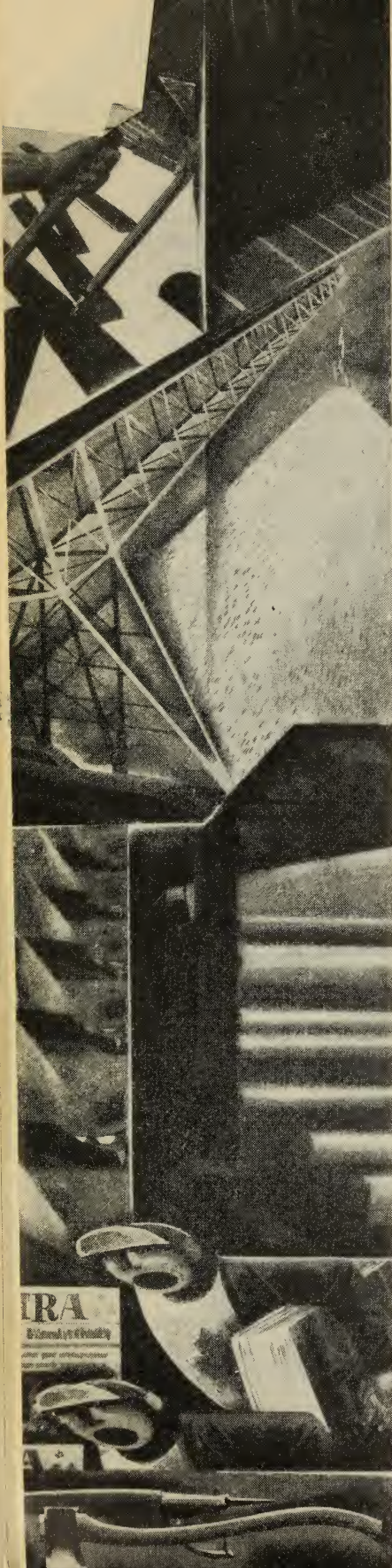
It immediately set a pattern in industrial relations and changed the entire concept of the traditional conflict role of employer versus employee to an insistence upon the recognition by the belligerents of the rights of the community, hitherto ground between the upper and the nether millstones of management and labour.

It did more than that. Throughout its history the Industrial Disputes Investigation Act has been applied, as was intended, to disputes involving conditions of work of all kinds and to disputes

concerning union questions (including demands for union recognition). From it stemmed, in broadening circles, the logical development of discussions and settlements that impinged directly upon questions of union recognition and collective bargaining.

The practical results of the Industrial Disputes Investigation Act were apparent almost immediately. The long record of industrial disputes settled in this country without recourse to strike or lockout is irrefutable evidence of its efficacy. What it has saved to Labour, to the employers and to the community is something beyond computation.

Its principles have been amplified in the present Industrial Relations and Disputes Investigation Act. While the new measure is stream-lined to include such features as compulsory collective bargaining, certification of bargaining representatives, compulsory arbitration of misinterpretations of violations of existing agreements, maintenance of the status quo in terms of employment during reference to conciliation—the machinery is geared to the motive power provided in the original formula drafted by a young man of vision 43 years ago.



CONCILIATION LAW AND PRACTICE IN CANADA

by Ronald Hooper

*Industrial Relations Officer,
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Federal legislation designed to prevent or settle labour disputes stems from the founding of the Labour Department, half a century ago. The following article describes the incidents that have led to changes in the conciliation system in response to the needs of labour, management, and the general public.

Ever since Jacob went to work for his Uncle Laban and after seven years of toil received the wrong wife in payment there have been disputes of one kind or another between employers of labour and those who work for them. Jacob, it will be recalled, protested bitterly against the injustice done him, but his employer-uncle was a law unto himself and so Jacob had to make the best of it.

It seems strange in these fast-moving days to realize how many centuries were to elapse before any intelligent action was taken to prevent or to bring about a just settlement of industrial disputes. Britain took the lead in the early part of the nineteenth century when the ancient prohibition against concerted action on the part of British workmen to better their conditions was removed. The early and mid-Victorian eras of industrial England have been justly called the Dark Ages of Industry, but the industrial victims of that day did not suffer in vain. The public conscience of Britain was roused, and the need for some humanizing influence or force to control the actions of employers in their relations with their workers began to emerge. This led to a more tolerant attitude by Parliament towards the formation of trade unions, and the first legislative enactments in history designed to prevent and settle labour disputes soon followed.

In due time Canada followed Britain's lead. Statutory provision of machinery for the settlement of labour disputes was first made by the provinces of Ontario, Nova Scotia, British Columbia and Quebec. Ontario took the lead in 1873 when it passed an act which provided for local boards of con-

ciliation to be set up on agreement between employers and workers. It is notable that the act restricted the scope of the boards to disputes not involving any question of wages. It was considered an unjustifiable interference with the freedom of contract to allow any outside agency to deal with wages. It is not surprising therefore that the Ontario act became a dead-letter long before it was repealed in 1911. Except for a compulsory arbitration law passed in Nova Scotia in 1888, all the earlier acts had few compulsory features. They provided generally for voluntary conciliation and, if the parties agreed, for arbitration. Like the Ontario act they too were later repealed.

The Dominion entered the field in 1900 when the Conciliation Act was passed. This Act, besides making provision for the establishment of a labour ministry, had for its object the prevention and settlement of labour disputes by some form of voluntary conciliation. The Act was a permissive measure merely; it contemplated the active friendly intervention by the newly-created Department of Labour, under certain circumstances, in the adjustment of disputes, and the extension of the principle of conciliation and arbitration through voluntary action by the parties themselves.

The inspiration and the driving force behind this important piece of legislation was a young man, W. L. Mackenzie King, who, when the labour ministry was set up under the Honourable William Mulock, was appointed to be its first Deputy Minister.

The first settlement under the new Conciliation Act came within a few weeks, when a strike took

place of the mill operators of a cotton company at Valleyfield, Que. There had been a strike among certain labourers employed in some excavation work on the company's premises, and troops had been brought from Montreal to quiet disturbances said to have been created by these strikers. On arrival of the troops the company's mill operators also went on strike in resentment over this method of dealing with fellow-workers. They objected to troops being brought to the mills for the purpose, as they claimed, of intimidating the labourers. The good offices of the Labour Department were then asked for and the Deputy Minister, Mr. King, went to Valleyfield. One day later, after several interviews with both parties, a settlement was arranged on the understanding that the troops should be immediately withdrawn and all the men returned to work, no discrimination to be made against employees merely because of their having taken part in the strike.

In 1904 a serious strike of nearly 2,000 employees of the Dominion Iron and Steel Company took place at Sydney, N.S. At the urgent request of the Sydney Board of Trade, the Minister of Labour offered the services of the Department if the disputing parties were willing to accept them. The company's attitude toward government intervention was non-committal; but the workers' leaders left no doubt as to their wishes. They replied to the Minister as follows: "We prefer to be left to settle this dispute ourselves in our own way. Thanks for kind offer." Further efforts were then made by the Sydney Board of Trade but without avail, and the situation became further complicated by the bringing in of troops for the alleged

purpose of preventing violence and rioting. Correspondence between the workers and the Labour Department then followed over a period of two weeks with the result that the workers decided to accept the friendly offices of the Government. Mr. King went to Sydney and three days later a settlement was reached and the strike brought to an end. However another dispute developed, this time a minor one between municipal authorities and the militia department over who should pay for the transportation and feeding of the troops.

The year 1906 was marked by several serious industrial disturbances, a fact which led a year later to the passing of new legislation better designed to cope with such situations. There was, for instance, a strike of sawmill hands at Buckingham, Que., and strikes of street railway employees at Hamilton, Ont., and Winnipeg, Man. In neither of these cases was the intervention of the Department of Labour sought, and in all cases troops had to be brought in to preserve order. At Buckingham, a serious riot occurred in which two strikers were shot and several others seriously injured, while one detective was killed and several others badly hurt. It is fitting to mention that intervention of the Labour Department at Buckingham, though offered at the outset upon the request of the workers, was not permitted by the employing company. Had such intervention been allowed it is not improbable that such deplorable incidents would not have happened.

The year 1906 demonstrated that there are two aspects in which a labour dispute presents itself to the general public; first, that in

which the average citizen is only remotely concerned; second, that in which he is personally affected. A strike in a cotton mill or shoe factory, for instance, affects the printer, plumber or professional man only in so far as it may serve to depress commercial conditions in a particular area; while on the other hand, a street railway strike or a coal miners' strike causes personal inconvenience and annoyance to the population of a whole city or even province, and may cause actual suffering to many who are not even remotely connected with the disturbance.

A strike of several months' duration in the Alberta coal fields in 1906, resulting in a coal shortage of disastrous proportions to those who had to face the rigours of a Prairie winter, brought to the front the fact that the Canadian public was entitled under such circumstances to exercise a degree of legislative pressure, if not to compel the settlement of industrial disputes, at least to ensure that the dispute is fully investigated by some properly constituted authority before a strike is resorted to which might cause widespread commercial havoc and human distress.

In the Alberta coal dispute the consent of the parties to government intervention was not secured, but, nevertheless, at the urgent request of the Premier of Saskatchewan, who was gravely concerned about dwindling coal supplies in his province, Mr. King went to the scene of the trouble and successfully mediated the nine-months' strike. In his subsequent report to the government Mr. King gave expression to a life-long social philosophy in these words: "In any civilized community private rights should cease

when they become public wrongs." He followed this up by recommendations for new legislation, recommendations which were soon to form the basis of the well-known Industrial Disputes Investigation Act which was passed in 1907. This important Act will be discussed in some detail later.

It should here be pointed out that in practically every dispute dealt with under the Conciliation Act between 1900 and 1906, and certainly in all the more important disputes, strikes had actually been in progress for some time before the intervention of the Labour Department was sought. This added to the difficulties of the Department's conciliator, Mr. King, in bringing about settlements. His success, therefore, in the many cases with which he had to deal is in itself the best tribute possible both to his wisdom and his patience.

The Conciliation and Labour Act, 1906

Even before the happenings in 1906 it had become apparent that an effective statute for the prevention and settlement of industrial disputes was not to be born all complete like Minerva springing fully armed from the brain of Jupiter. Experience had shown that a purely voluntary form of conciliation was hardly adequate to a rapidly growing industrial country like Canada. A protracted strike on the Canadian Pacific Railway in 1902 led to the introduction in Parliament of a bill known as the Railway Arbitration Bill, a compulsory arbitration measure limited in its application to disputes between the railways and their employees. As the principle of compulsory arbitration

was a new one in this country, the Minister of Labour was careful to explain to Parliament and the country that the introduction of the bill was mainly for the purpose of calling forth expressions of opinion which might be a guide to further legislation. The railway companies and railway labour organizations were especially canvassed for their opinions. Few acknowledgements were received from the railway companies, but many replies came from the labour organizations of the country, especially from the local bodies of several railway brotherhoods. While some of the labour organizations endorsed the principle of compulsory arbitration contained in the Bill and some even advocated its extension to industries generally, most of the organizations strongly opposed its introduction. The daily press took an interest in the matter. While most newspapers were not opposed in principle to the compulsory feature they nevertheless saw practical difficulties in the way of enforcement of awards and penalties, and most of them supported an alternative method better suited to the end in view, which method came to be described as "compulsory investigation".

Guided both by experience and public opinion the Minister of Labour in 1903 introduced a bill which substituted for compulsory arbitration, with its coercive penalties, the principle of compulsory investigation of railway disputes whereby a public inquiry might be made under oath as to the causes of such disputes. Such investigations, he stated, would lead to an informed public opinion upon matters of vital concern to the public itself. This new measure was duly passed by Parliament

under the name of the Railway Labour Disputes Act.

It was believed by proponents of the new law that its mere existence would of itself be a means of averting future strikes and lock-outs. This hope appears to have been borne out from the fact that during the next three years there was not a single strike on any of the railroads of such nature as to affect transportation.

Only one dispute had been referred for adjustment under this statute when in 1906 the Railway Labour Disputes Act of 1903 was consolidated with the Conciliation Act of 1900 under the name of the Conciliation and Labour Act, 1906. This Act is still in force and will be referred to later in this article.

The Industrial Disputes Investigation Act, 1907

The Alberta coal miners' strike, which had continued for nine months before outside conciliation was attempted, amply demonstrated the need for legislation which would ensure investigation of a dispute before a strike took place. It was to meet such situations, particularly in the case of public utilities, that the Industrial Disputes Investigation Act was passed in 1907. Mr. King, as is well known, not only conceived the principles upon which the Act was passed but also was the driving force in bringing it into being. The basic principles of this Act were: (a) compulsory investigation by a government-appointed conciliation board, (b) reliance upon informed public opinion to bring reason to parties to industrial disputes, and (c) the prohibition of work stoppages pending investigation. The main provisions of the Act applied to mines, trans-

port and communication agencies and to gas, electrical, water and power works, where ten or more persons were employed. This machinery could be applied however to any dispute in other industries if both parties to the dispute consented.

Obviously, the public interest, no less than the interest of employers and employed, lay in the settlement of such disputes in their initial stages and before they had assumed so serious a form as a strike or lockout. The Act, therefore, required that any dispute in the class of industries named should be submitted to a Board of Conciliation and Investigation with a view to arriving at a settlement before a work stoppage could be legally brought about. This, of course, amounted to compulsory investigation, during which the parties in dispute would be brought face to face before a three-man board, representative of the employers, the workers and the public, where the points at issue could be thoroughly thrashed out. If such a procedure did not bring about a settlement, either party was then free to call a strike or lockout.

An important provision of the I.D.I. Act, as it was generally called, was one requiring employers and employees coming within its scope to give at least thirty days' notice of any intended changes in wages, hours or working conditions. Equally important was the provision that pending proceedings before a Board of Conciliation the relation to each other of the parties of the dispute should remain unchanged. A special provision allowed for the bringing under the Act by agreement of disputes in industries other than public utilities.

To avoid any suggestion of police power the I.D.I. Act did not provide that the Labour Department or any other government department should institute proceedings when provisions of the Act appeared to have been infringed. It was left to any individual concerned to lay information necessary to such proceedings, as in the case of other infringements of the law where the procedure for enforcement penalties was that prescribed by the Criminal Code.

Within a year of the enactment of the I.D.I. Act, Mr. Mackenzie King was taken into Sir Wilfrid Laurier's government as Minister of Labour, and Mr. F. A. Acland was appointed as his deputy.

It is of interest to note that six months after the Act came into operation, the Trades and Labour Congress at its annual convention passed a resolution declaring by a large majority in favour of its extension automatically to all industries. The Canadian Federation of Labour sent a deputation to the Minister of Labour urging the same thing; while the Builders' Exchange, representing employing builders in Ontario and Quebec, on several occasions urged the immediate extension of the Act to the building trade. The Department, however, thought it best to delay action until the public better understood the principles and general nature of the Act. It should be added that subsequent Trades and Labour Congress conventions were much more critical of the statute, even going so far as to demand its repeal. However, as the efforts of the Department to administer the law fairly and impartially became evident, organized labour acquired some confidence in the honest intentions of

the law and the gentlemen who had placed it on the statute book, and in 1919 the Trades and Labour Congress requested the government to extend the Act to employees of public-owned utilities, including civic employees. The Congress convention of 1920 went further and asked that the Act be extended to all industries upon application of either organized labour, an employer or a municipality, but at the same time it asked that the compulsory clause restraining the right to strike pending decision of a board be eliminated so "as to preserve full liberty of workers and employers during sittings of the board."

During the early years of the I.D.I. Act, as might be expected, the great majority of cases to be referred to boards of conciliation had to do with union recognition not with wages, hours or conditions of work. Mr. Acland has pointed out that such disputes were peculiarly difficult of adjustment as agreement could be reached only on the abandonment on one side or the other of the matter of contention, there being little ground for a common point of view.

There were no features of special importance in connection with the Industrial Disputes Investigation Act until World War I. In 1915 an Order in Council was passed applying the Act to all industries having to do with material needed for the war. There can be no doubt whatever that this action contributed greatly to the success of Canada's effort in that war. A new section was added in 1918 providing that when a strike or lockout had occurred and it seemed in the public interest to do so the Minister of Labour might set up a board of conciliation on his own

motion without any application from either party to the dispute. In 1920, following the historical general strike in Winnipeg in the previous year, a further clause was added giving the Minister the same power even though a strike or lockout had not actually occurred. By this time, of course, the staff of the Labour Department included several experienced conciliation officers.

The validity of the last clause was challenged in 1923 by the Toronto Electrical Commissioners. A dispute between the utility and its employees appeared to be leading to a strike, and to avert this the then Minister of Labour, The Honourable James Murdock, proceeded to establish a conciliation board under authority of the new clause. The Commissioners forthwith applied for an injunction on the grounds that the I.D.I. Act did not, under federal jurisdiction, apply to municipal employees, and disputing the validity of the statute. The case proceeded through the Canadian courts and ultimately reached the Privy Council in England. The Privy Council supported the decision taken by the Toronto Electrical Commissioners and pronounced the measure to be beyond the competence of the federal authority. The principle of the Act was not impugned, but only the right of Parliament to legislate in fields which the Privy Council declared to belong under the British North America Act to the provincial legislatures.

It is a common human characteristic not to appreciate a good thing until one is deprived of it. This disallowance of the I.D.I. Act was received with much regret even in quarters that had previously been most critical of it. However, at the next session of

Parliament the Act was amended to restrict it, in the first instance, to disputes within its scope having to do with works within federal jurisdiction, and, in the second, to enable its application to disputes within its scope which are within the jurisdiction of any province on enactment by the provincial legislature of a statute declaring the Act to apply. It must have been

that such works within provincial jurisdiction might receive the benefit of its provisions. Some years later, however, the provinces of Alberta and British Columbia repealed their enabling acts and passed similar provincial laws of their own.

* * *

Shortly after the outbreak of World War II in 1939 the scope of



very gratifying to Mr. Mackenzie King, its author, and to those who had been administering the I.D.I. Act for some eighteen years to observe that all the provinces of Canada except Prince Edward Island soon filled the vacuum the Privy Council's ruling had created by enacting enabling legislation so

During World War II the Canadian Labour Department assumed responsibility for the conciliation of disputes in all industries connected with the war effort. Shown above are Mr. Arthur MacNamara, Deputy Minister of Labour, Hon. Humphrey Mitchell, Minister of Labour, and Mr. M. M. Maclean, Director of Industrial Relations.

the I.D.I. Act was extended, as, during the first world war, to cover disputes between all employers and workers engaged in war work. This resulted in a great expansion of proceedings under the statute and the appointment of many boards of conciliation and investigation. For the guidance of these boards the government in December 1940 set forth its wartime wages policy in Order-in-Council P.C. 7440. As an integral part of the economic control in Canada's war effort the policy provided that, except in certain special circumstances, the highest wage rates paid between 1926 and 1940 should be regarded as fair and reasonable, and that they might be restored when necessary, and maintained, but not increased. At the same time, in order to safeguard workers against increases in the cost of basic necessities, such wage rates could be supplemented by the payment of wartime cost of living bonuses.

Much thought was given by the government to the best means of ensuring the co-operation of organized labour in the war effort. Such co-operation was being freely offered by the principal labour leaders but, feeling their efforts to co-operate were being frustrated by certain employers, they asked the government for some expression of principle that would enhance the status of labour and obtain from employers generally recognition of the right to organize and bargain collectively. In June 1940 Order in Council P.C. 2685 was passed setting forth a set of principles which, in the words of the Prime Minister, The Right Honourable Mackenzie King, should govern all industrial relations in wartime "as an obligation that should be lived up to by

all parties concerned". The principles were to the effect that war production should be speeded by all possible means; that fair and reasonable standards of wages and working conditions should be maintained; that temporary wartime wage adjustments should be in the form of bonus payments; that there should be no strikes or lockouts but that disputants should seek the assistance of the Labour Department's conciliation service; that employees should be free to organize in trade unions; that employees, through the trade unions, should be free to bargain collectively with their employers; that the terms of collective agreements should be scrupulously observed; that workers should not use coercion to increase union membership; and that suspension of established working conditions and standards for the purpose of increasing war production should be by mutual agreement between labour and management and should be understood as applying only for the war period.

In keeping with the general policy favoured by the Labour Department since its inception there was nothing coercive about this Order in Council, it had moral force only, but it served the war effort well by providing a guide to those employers and employees who were amenable to reason and suggestion. Conciliation officers and conciliation boards repeatedly brought the principles of the Order to the attention of disputants and thereby in many cases secured settlement of disputes.

As the war progressed it was not surprising that causes for industrial conflict should increase. The number of applications for boards of conciliation and the number of strikes steadily grew.

It was then found that procedure under the I.D.I. Act was too deliberate to cope with the number of disputes arising out of war industries working under pressure or to satisfy the growing army of new, inexperienced and impatient workers who were being recruited in large numbers into the ranks of organized labour. It was also found that many of the applications received for boards of conciliation had reference to disputes of a minor nature and should be capable of settlement by simpler means. To meet these new conditions the government provided for the appointment of industrial disputes inquiry commissions, consisting of one or more members, to make preliminary investigations of disputes with a view to promoting settlement, or, failing settlement, an immediate recommendation for the establishment of a board of conciliation. At about this time the Department of Labour was expanded by the appointment of additional conciliation officers and the setting up of an Industrial Relations Branch under Mr. M. M. Maclean as Director of Industrial Relations.

Wartime Labour Relations Regulations, P.C. 1003

In 1943 it became quite evident that changing conditions governing relations not only between employers and employees but also between union and union called for a newer method of treatment. A serious steel strike in that year had led to serious discussion as to the need for compulsory collective bargaining legislation for Canada, such as the Wagner Act which had recently been passed in the United States. Many were thinking along the same lines as

Daniel Webster when he wrote, "Liberty exists in proportion to wholesome restraint". More particularly, he might have added, in wartime.

In order that the government might have the fullest information as to the difficulties to be overcome and the remedies to be applied, the National War Labour Board, composed of twelve members, which had been appointed in 1941 was reconstituted. The new Board was composed of three members, a representative of employers and a representative of employees under the chairmanship of Mr. Justice C. P. McTague. It was given powers of the nature of an industrial court and was expected gradually to build up a jurisprudence to apply to its proceedings. Technical advisers and a national war labour committee were appointed to consult with and advise it.

In accordance with democratic practice the National War Labour Board at once decided to hold a public inquiry into wages and working conditions. Public sittings were held during the summer of 1943, and over 120 submissions were made to the Board by persons representing labour, industry, provincial governments and the public.

The Board presented majority and minority reports to the government in August; and as a good part of the field of labour relations and their effect upon war industry would normally be within provincial jurisdiction, the Federal Government called the Provincial authorities into conference in December under the chairmanship of the Honourable Humphrey Mitchell, Minister of Labour, to study the recommendations which



Above: These three men made up the National War Labour Board's Executive Committee. They are, left to right: J. McClelland, Chairman Hon. Humphrey Mitchell, and George Hodge.

Below: The Hon. Humphrey Mitchell addresses the Wartime Labour Relations Board. Reading from left to right around the table: A. R. Mosher; A. Deschamps; A. J. Hills; W. L. Best; Mr. Mitchell; Justice G. B. O'Connor; Justice J. N. Francoeur; F. Molineux; W. H. Brown; R. Hermegnies. In background, Bernard Wilson, Board Secretary, and M. M. Maclean, Director of Industrial Relations.



the Labour Department had prepared based on the reports. Following this conference and subsequent conferences with representatives of trade unions and employers' organizations, the government in February 1944 passed Order in Council P.C. 1003, known as the Wartime Labour Relations Regulations. This Order largely superseded the I.D.I. Act during the life of the Order itself by substituting for that Act specific regulations to govern labour relations in war industries. These Regulations, however, did not cover disputes having to do with wages, which disputes were taken care of under the Wartime Wages Control Order.

As will shortly be seen, these regulations marked a vast change in government policy in matters of labour relations. They were to be administered, at the national level, by a Wartime Labour Relations Board (National) and, in the case of certain provinces, under Federal-Provincial agreements by provincial boards or administrative agencies agreed upon by the Federal and the Provincial authorities. The National Board was to be composed of an equal number of employer and employee representatives, with a chairman and a vice-chairman who were to be impartial. The Director of Industrial Relations, Department of Labour, was to be its Chief Executive Officer.

Under the Regulations the Federal Government extended its jurisdiction over employer-employee relations which normally were exclusively within the provincial field to the extent necessary to cover war industry, but without attempting to include other industries which had no direct bear-

ing on war production. In so far as these latter industries were concerned, each province was left free to make its own decision as to whether or not it should be brought under the Regulations.

The main provisions of the Wartime Labour Relations Regulations, P.C. 1003, were later incorporated in the Industrial Relations and Disputes Investigation Act passed in 1948 and are discussed under that heading.

For administration purposes the Regulations provided specific and general penalties for non-observance of the provisions of the Regulations; prosecution in the Courts by consent of the Board for violation of the Regulations; the filing of certain information with the Board; and the making of administrative regulations by the Board for the purpose of performing its functions.

Further light on the policy favoured by the Federal Government in the administration of the Regulations is reflected by the bilateral agreements made by the Minister of Labour with the provincial governments of British Columbia, Saskatchewan, Manitoba, Ontario, Quebec, New Brunswick and Nova Scotia. These agreements, in general, provided for the establishment of Provincial Wartime Labour Relations Boards and gave such Boards authority to administer the Regulations with respect to employers and employees in essential war industry, also to industry ordinarily within provincial jurisdiction if the required enabling legislation had been passed. Provision was made for appeals to the National Board against decision of the Provincial Boards. In order that the Federal Minister of Labour should retain full con-

trol when differences between employers and workers had reached the critical stage, to him was reserved the authority to appoint conciliation officers and conciliation boards, although provision was also made for the co-operative use of Federal and Provincial Conciliation Officers. Appointment of the members of Provincial Boards were to be by consultation between the Federal Labour Minister and the Provincial Labour Minister concerned.

The Wartime Labour Relations Regulations served Canada well during the latter war years and the first years of peace. Many serious disputes had been settled under its provisions, but the time came when it would have to be replaced by legislation of a more permanent nature and better adapted to peace conditions. However, the Regulations had set a definite pattern which had been proved sound in principle and it was felt that any new legislation should follow, in so far as consistent with provincial rights, along similar lines.

Steps Leading to New Peacetime Legislation

In June, 1947, the Honourable Humphrey Mitchell, Minister of Labour, introduced into Parliament a Bill to provide for the investigation, conciliation and settlement of industrial disputes. The legislation was designed, of course, to replace the Wartime Labour Relations Regulations, P.C. 1003, then still in force; also to revoke the Industrial Disputes Investigation Act of 1907, which had been in suspension during the lifetime of the Regulations. The Bill was referred by the House of Commons to its Standing Committee on

Industrial Relations. This Committee sat during part of June and July and heard the representations of organized labour, employers, and other interested parties on the provisions of the Bill. The report of the Committee stated that, with prorogation imminent it would be impossible to give the Bill the full consideration its importance required, and recommended that a similar bill be introduced early in the next session of Parliament. Accordingly, the matter was allowed to stand over until the next session to give members of Parliament full opportunity to study carefully the evidence given before the Standing Committee. In April 1948 the Minister of Labour introduced another Bill into the House of Commons the provisions of which were only slightly different from the previous Bill. The new Bill in turn was referred to the Standing Committee on Industrial Relations. In May this Committee reported the Bill to the House with amendments, chief of which were designed to revise the definition of "employee"; to include provision for the revocable check-off of union dues at the written request of an employee; and not to permit lawyers to appear before conciliation boards without having the consent of the parties and the chairmen to do so. During the third reading of the Bill the House deleted the check-off provision which had been inserted by the Standing Committee. It also rejected amendments designed to include engineers within the scope of the Act; restrict lawyers from appearing before conciliation boards; and to make the Canada Labour Relations Board responsible for enforcing the Act. The House also accepted an amendment designed to protect the pension

rights or benefits of employees taking strike action after the requirements of the Act precedent to striking had been met. The new Act, which is entitled the Industrial Relations and Disputes Investigation Act, was proclaimed in August 1948.

It might be interjected here that there was almost a nostalgic feeling among those familiar with Canadian labour legislation over the repeal of the famous old I.D.I. Act which in its day had blazed a new trail in industrial relations. In the troubled field of compulsory investigation particularly, it was the first legislation of its kind in any country to provide a "cooling off" period. It became a model for legislation in other leading industrial countries, and it may be rightly claimed that the United States Railway Labour Act of 1926 is a conscious tribute to the guiding principles of the old Canadian statute.

The Industrial Relations and Disputes Investigation Act 1948

The new Act, which became effective on September 1, 1948, combines in its legislative principles the long-tested cooling-off period, and the investigation and conciliation features of the old I.D.I. Act; also the labour relations, compulsory collective bargaining and limited arbitration provisions of the Wartime Labour Relations Regulations, all of which had been thoroughly tested and proven after four years' trial. A summary of the Act's main features follow.

Administration of the Act—The Minister of Labour is charged with the general administration of the statute. He is responsible

for the appointment of conciliation officers, conciliation boards, industrial inquiry commissions, for dealing with complaints that the Act has been violated or that a party has failed to bargain in good faith, and for controlling consent to prosecute.

Under the Minister the Act establishes the Canada Labour Relations Board as an agency of administration. This Board, like the former Wartime Labour Relations Board, is composed of four employer and four employee representatives, with impartial chairman and vice-chairman. Its Chief Executive Officer is the Director of Industrial Relations for the Labour Department. It should be stated here that the new Board is at present composed of identically the same personnel as the Board which had so successfully administered the Wartime Labour Relations Regulations. The new Board is responsible for those provisions of the Act which concern (1) the certification of trade unions as bargaining agents for appropriate units of employees; (2) the writing of procedures into collective agreements for the final settlement of disputes concerning the interpretation or violation of such agreements; (3) the investigation of complaints made to the Minister that a party has failed to bargain collectively in good faith.

In the course of its functions outlined above, the Canada Labour Relations Board has authority to determine the appropriateness of a unit of employees for collective bargaining; to hold votes of employees to determine if bargaining agents have adequate support of the employees affected; to reject as bargaining agents trade unions which are dominated or influenced

improperly by employers; to revise or revoke decisions, orders or certificates; to issue orders requiring parties to bargain collectively; to determine who is a member in good standing of a trade union, and to determine who is an employee or employer within the meaning of the Act.

Application of the Act.—The Act applies only to industries within federal jurisdiction, i.e., navigation; shipping; interprovincial railways; canals; telegraphs; steamship lines and ferries, both interprovincial and international; air transportation and aerodromes; radio broadcasting stations, and works declared to be for the general advantage of Canada. However, the Act provides that where provincial authorities enact similar legislation to be applied to employers within provincial jurisdiction, these provincial authorities may make mutually satisfactory arrangements for the administration of such legislation by the federal authorities. Similar legislation has since been enacted by the provinces of British Columbia, Manitoba, Ontario, New Brunswick, and Nova Scotia, and is now under consideration in the province of Newfoundland.

Principal Provisions of the Act—In summary, the principal provisions of the Statute concern:

1. The right of employees to be members of trade unions and for employers to be members of employers' organizations.
2. The definition and prohibition of unfair labour practices on the part of employers, unions and other persons.
3. A procedure for certification of trade unions as bargaining agents for employees.
4. A procedure for compulsory collective bargaining and the negotiation of collective agree-

ments, and conciliation in connection therewith.

5. Prohibition of strikes and lock-outs, the taking of strike votes and changes in terms of employment until the collective bargaining and conciliation procedure prescribed in the Act has been complied with.
6. Collective agreements to be binding upon the employer and the trade union who are parties thereto, and the employees covered thereby, and a procedure for final settlement by arbitration or otherwise, without stoppage of work, or grievances arising under the agreement.
7. Prohibition of strikes and lock-outs while a collective agreement is in effect.
8. Penalties for violation of the provisions of the Act by employers, employees or trade unions or employers' organizations.
9. The establishment of a representative labour relations board (the Canada Labour Relations Board) to deal with applications relating to the right of trade unions to represent employees for collective bargaining.
10. The appointment of Industrial Inquiry Commissions to inquire into industrial matters or disputes.
11. Co-operative arrangements with provinces in relation to the administration of provincial labour legislation similar to the Federal legislation in the application thereof to any industry.

Conciliation Functions of the Industrial Relations Branch

The conciliation work of the Industrial Relations Branch today stems from two pieces of legisla-

tion, (a) the Industrial Relations and Disputes Investigation Act, 1948, described above and (b) the Conciliation and Labour Act, 1906, referred to earlier in this article.

The Industrial Relations and Disputes Investigation Act provides for conciliation machinery to attempt the settlement of a dispute when negotiations for a collective agreement following the certification of a bargaining agent have been unsuccessful; also when negotiations for the renewal of an existing agreement have been unsuccessful. On the request of either party to such a dispute, or in any other case where he considers it advisable to do so, the Minister of Labour may appoint a Conciliation Officer to confer with the parties and attempt to effect a settlement. If a Conciliation Officer reports failure to bring about a settlement, the Minister may appoint a Board of Conciliation and Investigation. The Act also provides that the Minister may appoint a Conciliation Board without prior reference to a Conciliation Officer, but the normal practice is to appoint a Conciliation Officer in the first instance.

A Conciliation Board is set up in the same manner as under the old I.D.I. Act. It is composed of three members who are nominated, one each for the two parties to the dispute and the third (the chairman) by agreement between the other two or, failing agreement, by the Minister. Conciliation Officers may also be required under the Act to investigate and report to the Minister in connection with any written complaints made by a person claiming to be aggrieved because of any alleged violation of the Act.

The Conciliation and Labour Act provides for conciliation of a more informal or general nature. It is a permissive piece of legislation. Its fundamental provision, authorizing the Minister to place the service of a Conciliation Officer at the disposal of parties to a dispute, has been of great value in the early stages of industrial conflicts. There is no instance in which the old adage, a stitch in time saves nine, applies more forcibly than in industrial disputes. The experience of a departmental officer applied at the right time may be of the highest value in bringing about a settlement. Many a point in a dispute which has perplexed employers and workers alike has been solved by the appearance at an opportune moment of an officer of the Department who has frequently encountered the same or a similar situation in other disputes and found a solution.

The Act also provides that, upon the application of both parties to a dispute, the Minister may appoint an Arbitrator or an Arbitration Board. Special provisions applying to the Crown as well as private companies relate to disputes affecting railways and their employees, authorizing the Minister to establish committees of conciliation, mediation and investigation; and in cases where these committees are unable to effect a settlement the Minister may refer the dispute to arbitration. In practice, however, the function of the Act relating to railway disputes is now more adequately performed under the Industrial Relations and Disputes Investigation Act.

The jurisdiction of the Conciliation and Labour Act is not definitely limited, but normally federal intervention is restricted to industries over which the Federal Government has constitutional authority. In industries which are clearly within provincial jurisdiction, conciliation or arbitration services are provided by the Industrial Relations Branch only upon the joint request of the parties to a dispute, and upon the expressed request or consent

of the provincial authorities concerned.

It is chiefly for the purpose of administering the conciliation legislation outlined above that the Department of Labour maintains its Industrial Relations Branch. The Director and staff are located at Ottawa with other Industrial Relations Officers stationed at Vancouver, Winnipeg, Toronto, Montreal, Fredericton and St. John's.

"... That Habits of Thrift be Promoted"

Canadian Government Annuities were originally introduced in 1908. The enabling legislation declared that it was "in the public interest that habits of thrift be promoted and that the people of Canada be encouraged and aided thereto so that provision may be made for old age."

While Annuities have been available to Canadians for over forty years, a notable increase in their use as a safeguard to security in later life has occurred within comparatively recent years. In 1931, some twenty years after the plan was inaugurated, there were 11,781 annuities in force. In 1950, the corresponding total is 258,679.

In recent years, employers of labour, associations, and societies have been turning in increasing numbers to Government Annuities for pensions for their employees and members. In 1940, there were only four of these group annuities covering 1,240 employees. Today there are 846 group contracts covering 158,959.

Since 1940, premium receipts from annuities have increased from \$19 million to \$63 million. Benefits received by annuitants have also increased greatly. In the fiscal year 1949-50, Canadians received over \$23 million in annuity benefits compared to \$9 million in 1940-41.

Platform of Principles of Trades and Labour Congress of Canada

As originally adopted at Winnipeg Convention, 1898,
and as revised in 1935

1898

1. Free compulsory education.
2. Legal working day of eight hours and six days to a week.
3. Government inspection of all industries.
4. The abolition of the contract system on all public works.
5. A minimum living wage, based on local conditions.
6. Public ownership of all franchises, such as railways, telegraphs, water-works, lighting, etc.
7. Tax reform, by lessening taxation on industry and increasing it on land values.
8. Abolition of the Dominion Senate.
9. Exclusion of Chinese.
10. The Union Label to be placed on all manufactured goods where practicable, and on all government and municipal supplies.
11. Abolition of child labour by children under fourteen years of age; and of female labour in all branches of industrial life, such as mines, workshops, factories, etc.
12. Abolition of property qualification for all public offices.
13. Compulsory arbitration of labour disputes.
14. Proportional representation and the cumulative vote.
15. Prohibition of prison labour in competition with free labour.

1935

1. Free education and compulsory school attendance.
2. Development of technical and vocational education and of apprenticeship systems.
3. Establishment of the six-hour day and the five-day week.
4. Holidays with pay.
5. Enforcement of Fair Wage Act and Regulations (based on established union conditions) on all government work, direct or indirect.
6. National old age pensions and state insurance for sickness and disability.
7. Amendment of the British North America Act and uniform labour laws throughout the Dominion.
8. Public ownership and democratic management of all public utilities and nationalization of banking and credit.
9. Government control and fullest development of all natural resources.
10. Labour representation on all government commissions, boards, etc., appointed to deal with matters affecting workers' interests.
11. Abolition of non-elective legislative bodies.
12. Exclusion of all races that cannot be properly assimilated into the national life of Canada.
13. The demand for, and use of, the union label.
14. Prohibition of employment of children under sixteen years of age.
15. Equal pay for equal work for men and women.
16. Voluntary arbitration of labour disputes.
17. Proportional representation with group constituencies.
18. Encouragement of the establishment of consumers' co-operative societies.
19. Disarmament.



CANADIAN IMMIGRATION PATTERNS AND POLICIES

by J. Culbert Best

Editorial Staff, LABOUR GAZETTE

Some 350 years ago 28 French settlers wintered at Quebec. This began the period of European immigration to Canada. Its dominant pattern has been one of large influxes of people in periods of prosperity, easing off in more difficult times. Since the end of World War II, when a definite Government policy was established, the Department of Labour has played an important role in the selection and placement of large numbers of new Canadian settlers.

The Early Years

The story of Canadian immigration can be traced back almost 350 years to the first 28 French settlers who wintered at Quebec in 1628. This marked the beginning of a French immigration movement, which in the first fifty years of its existence was largely associated with the monopolistic trading companies. Because these people were more interested in trade than in settlement, the original 28 had increased to only 2,400, by 1661.

After 1663, Louis XIV, the King of France, himself became interested in colonization, and soldiers who had been sent to protect the colonies from the Indians were offered land to settle in the country. In addition, a systematic immigration of brides was begun, and this helped to ensure the stability of the Canadian family to such a degree that by 1701, the population numbered 17,000. Many present-day French Canadians can trace their ancestry back to these people.

Most English-speaking Canadians, however, are comparative newcomers to Canada, although the United Empire Loyalists who came to Canada had lived for quite a time in the colonies to the South before coming North. The influx of these people following the American Revolution, served to establish several permanent English-speaking settlements, and British immigration was now to proceed on an important scale.

Interest of British people in immigrating to Canada was also increased following the passing of the Constitutional Act in 1791, which divided Quebec into Upper and Lower Canada. Between 1837 and 1852, 170,677 British

immigrants entered the country. Approximately two-thirds of these people came from Ireland, and the rest from England and Scotland. As a result of this influx of settlers, Upper Canada had become more populous than Lower Canada.

The wave of new settlers continued, and between 1851 and 1861, 216,000 immigrants arrived. The discovery of coal and gold in British Columbia, the development of railways and canals and the opening up of the Northwest stimulated immigration between 1861 and 1891. During this period, immigration amounted to 1,407,000 and it was at this time that many continental European and the first Oriental immigrants came to Canada. During the last decade of the century, immigration fell off appreciably due to commercial depression and other influences, and in fact there was an important movement of Canadians to the United States.

The Twentieth Century

The arrival of the twentieth century was the signal for a new wave of increased immigration which reached its crest in 1913 when over 400,000 new settlers entered Canada. Between 1901 and 1911 close to two million people entered the country. This spectacular immigration period was brought about by the opening up of the prairies and the government's policy of granting free land, on certain conditions, to those who would undertake to live upon it. Another important factor was the almost unlimited opportunity for all types of labour in railroad and other construction work. This great flow of new settlers was interrupted by the First Great

War, and the peak of 1913 has not been approached since.

Following the war, immigration activities were restricted to those who could buy land or were prepared to take farm employment, and to household workers. This selective policy, combined with certain restrictive regulations—which were the natural aftermath of war—and other conditions such as high transportation costs and the depreciation of European currencies, resulted in a relatively small movement of people to Canada.

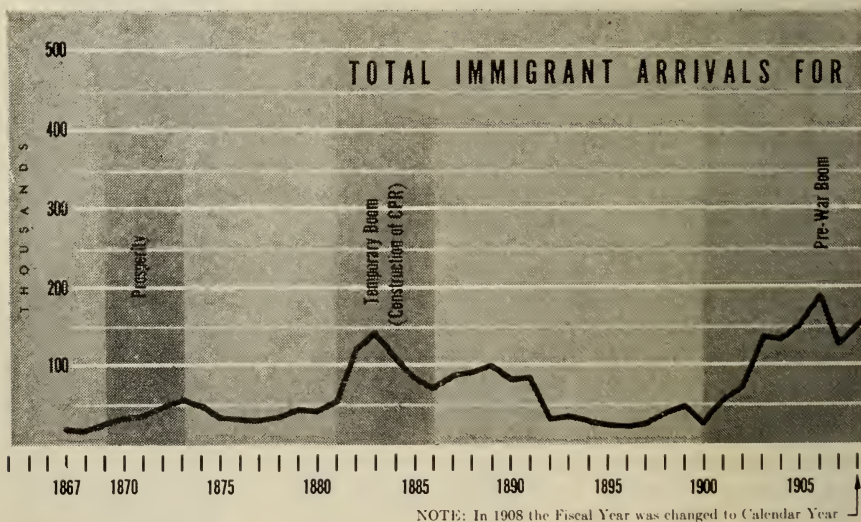
In 1923, a more intensive immigration policy was adopted, and the Government undertook to encourage the migration of as many as possible of those classes of settlers which Canada could absorb. In April of that year, the Canadian and British Governments concluded the first assisted passage agreement, providing assistance for four main classes of British immigrants.

These four classes were:
(a) married agriculturists and

their families; (b) single farm labourers; (c) houseworkers; (d) juvenile immigrants. All assistance was for third class ocean and colonist rail transportation, repayable without interest. This agreement was followed by others in 1924 and 1925; and in 1926, the Empire Settlement Agreement reduced the cost of transportation to adult migrants to a point where the majority could (and did) pay the rate. Other agreements followed in succeeding years, and several of the provinces also participated in these.

The onset of world depression after 1929 necessitated restriction on those classes of immigrants who could enter Canada, and immigration from Europe was suspended except in the case of: (a) practical farmers with enough capital to establish and maintain themselves on farms; and (b) the wives and children under 18 of already established family heads.

No changes were made in the regulations applicable to settlers



Immigrant Arrivals to Canada

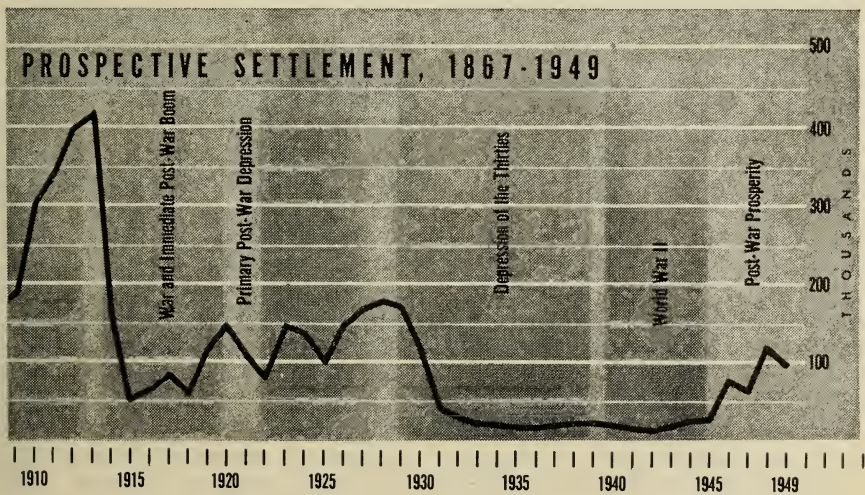
1867-1949—By Selected Periods

Period	Number	Average For Period	Period	Number	Average For Period
1867-1868	27,431	13,716	1920-1921	230,552	115,276
1869-1873	157,737	31,547	1922-1926	543,006	108,601
1874-1880	228,274	32,611	1927-1931	622,998	124,600
1881-1886	546,218	91,036	1932-1939	119,708	14,964
1887-1890	339,959	84,990	1940-1945	72,256	12,043
1891-1900	338,998	33,900	1946-1947	135,846	67,923
1901-1913	2,750,061	211,543	1948-1949	220,631	110,315
1914-1919	465,516	77,586	1867-1949	6,799,191	81,917

from the British Isles or the United States, but active encouragement of new settlers from these countries was discontinued. In the period between 1930 and 1939, immigrant arrivals were below 20,000 a year. The outbreak of World War II in 1939 brought even this trickle to a stop and between 1940 and 1944 less than 50,000 people entered Canada as settlers.

Period of Restriction

Immigration to Canada has generally been greatest in "boom" periods with very marked declines during periods of depression. During periods of "boom", there seems to be a tendency for labour and capital to leave the older countries and come to newer areas where rewards are greater as new areas are opened



up, and resources developed. Government policy on immigration has also followed this trend, and it is noticeable that more restrictive interpretations of the regulations have been applied in times of economic stress.

In 1931, Order in Council P.C. 695 prohibited immigration, with the exception of a few classes. Since 1937, however, there have been a series of orders passed which have widened the classes of people admitted to Canada; and following the end of the Second World War, the Regulations were further broadened.

Post-War Policy

Post-war government policy on immigration was laid down in a statement delivered in the House of Commons in May, 1947 by the then Prime Minister the late W. L. Mackenzie King. Mr. King announced the intention of the Government to encourage immigration and to "ensure the careful selection and permanent settlement of such numbers of immigrants as can advantageously be absorbed in our national economy."

Mr. King stated that the limiting factor on immigration at that time was the shortage of adequate transportation and not Canadian legislation or regulations. Because of this transportation difficulty, opportunity to come to Canada was to be given in the first instance to relatives of persons already in Canada, and to displaced persons and refugees. To facilitate the carrying out of this policy the terms of admissibility for persons in the first category were broadened by Order in Council P.C. 1734; and the Immigration Branch and the Department of Labour were to

determine jointly the numbers of refugees who would be admitted.

Because of the limitation on transportation at the time, Canada's new immigration policy was designed to fall into two parts: measures for immediate application, and a long-term program. One of the immediate goals was to bring in people to help relieve the acute labour shortage which existed at that time.

The long-term phase of the program was based on the conviction that Canada could assimilate a larger population. Mr. King stated the Government's attitude as being "strongly of the view that our immigration policy should be devised in a positive sense, with the definite objective . . . of enlarging the population of the country. This it will seek to attain through the development and energetic application of productive immigration measures." To carry out this policy, immigration services, which had been curtailed during the depression and war years, were expanded and developed.

The Department of Labour's Role in Immigration

The Department of Labour's entrance into the immigration field can actually be traced back to the now famous Hyde Park Declaration of 1941. The primary object of the Hyde Park agreement was to aid in the solution of the complex problems created by the exigencies of war on the financial, industrial and production fronts. From this Agreement stemmed plans to use, in most effective fashion, the available farm labour and material

in the two countries. Because of the need to accelerate the movement of seasonal farm help across the international boundary, arrangements were necessary to modify the application of immigration and customs regulations.

In the spring of 1942, therefore, the two governments made formal arrangements for the migratory movement. These arrangements were renewed annually through 1943, 1944, 1945 and 1946, with a further renewal for the crop year of 1947.

In putting these formal arrangements into effect, it was necessary to draw upon the co-operation of the Departments in both countries. In Canada, the co-ordinating agency was the Agriculture, Forestry and Fisheries Division of the Department of Labour. In the United States the work was centred in the federal Department of Agriculture.

The program of moving migratory workers was soon expanded to include other categories of greatly needed seasonal labour. Informal arrangements have been continued each year between the two governments to carry out this program, making it possible for potato and apple pickers, woods workers, tobacco workers, maple sugar workers and food processing workers to move back and forth across the border. The U.S. Department of Labour, and the Canadian Department of Labour are responsible for the active administration of the agreement. This movement has continued since reaching its peak in 1947 on a somewhat reduced scale.

Polish Veterans

In the strictest sense, the U.S.-Canadian farm labour plan

was not one of immigration since no permanent settlements were involved. The Department of Labour's initiation into immigration proper came with the movement of 4,500 Polish veterans, former members of General Anders' Army, who were brought to Canada for employment in agriculture. These men came in two groups: the first (about 2,900 men) arrived in Canada from Italy in November of 1946; and the second in May and June of 1947. The arrangements with the British Government concerning this movement were worked out almost entirely by the Department of Labour.

It was natural that the Department of Labour was called in at this time to play an active role in immigration. The National Employment Service, possessing facilities for the orderly placement of immigrants, provided an established placement agency, which had not existed in any earlier period of immigration. The NES was able to provide up-to-date information on employment conditions and trends in all parts of Canada. This information made it possible to plan for selective immigration in keeping with the country's absorptive capacity.

Selection teams made up of representatives of the Department of Justice, National Health and Welfare, and Labour were sent to Europe to screen the Polish veterans for purposes of health, security and suitability for employment in agriculture.

The Department of Labour, working in conjunction with provincial departments of agriculture through the Dominion-Provincial Farm Labour Com-



The first 2,900 men from General Anders' Polish Army arrived in Canada from Italy in November, 1946. The Department of Labour, working in conjunction with other federal and provincial agencies, found suitable farm placements for all these men at prevailing wages and conditions of employment.



mittees, had found suitable farm placements for all these men at prevailing wages and conditions of employment. On arrival in Canada the men were placed by local NES officers. According to a pre-arranged agreement, all of these veterans signed an undertaking to remain in agricultural employment for a period of two years from the time of arrival. However, Canadian farmers preferred that the contract between the Polish veterans and themselves should be for a period of one year, subject to renewal for a further 12 months if the arrangement was satisfactory to both parties.

The success of the plan was confirmed by Dr. A. MacNamara, Deputy Minister of Labour in December, 1948, when he said: "We are satisfied that the plan as a whole has been an outstanding success and that the

Polish veterans generally wish to fully honour the undertaking given by them."

Displaced Persons

With the announcement of the Government's policy of clearing the way for European Displaced Persons to enter Canada, the Department of Labour was called in to assist in the selection and placement of these people. The pattern of placement arrangements which had been established for the movement of Polish veterans was also utilized for the new and larger movement.

The Orders in Council which were passed authorizing the admission of displaced persons directed the Minister of Labour to assist the Minister of Mines and Resources in the selection and transportation of these people to Canada. The Orders also provided that arrangements were to

New Canadian settlers, from displaced persons camps, affix identification tags at seaboard prior to leaving for their new homes in Canada. Each worker has signed an undertaking to the Minister of Labour, agreeing to accept employment in the industry for which he has been selected, and to remain in it for at least one year.



be made for the reception of the displaced persons at a port of entry and for their distribution throughout the country.

In March, 1947, the Immigration-Labour Committee was established to advise on group immigration of displaced persons and other selected group immigration projects. The Committee consists of representatives of the Departments of Citizenship and Immigration, Labour, External Affairs, Health and Welfare, the Unemployment Insurance Commission (National Employment Service) and the International Refugee Organization. The Committee's work centres on the establishment of tentative quotas covering the occupational groups to be admitted. These quotas are determined by labour requirements in particular industries and occupations. Employers in industries where labour is required are invited to submit applications to the Committee, which carefully screens them and makes its recommendation. Employers must undertake to provide employment for a period of one year at rates of wages and under the same working conditions as Canadian workers in similar occupations in the district.

Selection Procedure Overseas

The selection of workers overseas is carried out by interviewing teams composed of representatives of the interested Departments, and, where special skills are concerned, representatives of the industry. In the case of domestic workers, women representatives of the Department

of Labour and the Immigration Department are members of the interviewing teams. The first step in the selection procedure following receipt of an application for displaced persons is for the International Refugee Organization to carry out a preliminary screening on an occupational basis. The IRO selects about two or three times as many people as required for final screening by the Canadian interviewing teams.

Department of Labour representatives are responsible for the first screening of the prospective candidates presented by the IRO. The people selected by Labour Department officers are then screened by medical, security, and immigration officers. Each displaced person passed by the interviewing team is required to sign an undertaking to the Minister of Labour that he will accept employment in the industry for which he has been selected and remain in it for at least one year. General conditions of employment are also set forth in this document for the information of the displaced person.

The Department of Labour has established an office in London to help in meeting the demand of employers for workers from the United Kingdom, and also to assist residents of the U.K. wishing to come to Canada. This office acts as a liaison between the Canadian National Employment Service and the British Ministry of Labour and National Service. The London office also advises interested British citizens on possibilities of employment in various industries, occupations and localities.

Transportation and Reception of Immigrant Workers

The International Refugee Organization provides and pays for the ocean transportation of displaced persons. The Department of Labour provides transportation from the port of entry for those of them who are domestic and farm workers. The costs of inland transportation for other displaced persons are advanced by the employer, who assumes the cost if the worker remains in the employment for a one-year period. Immigrant workers other than displaced persons are required to pay their own transportation costs.

The new immigrants are met at the port of entry by representatives of the Department of Labour who see that they are dispatched to their destinations. Displaced persons going to industrial employment are usually sent direct from seaboard. The Department also maintains two well equipped hostels for the reception of new workers. They are used chiefly to accommodate female domestic workers and family units which are assigned to individual employers from the hostels.

The Department's interest in these new Canadians does not end with their placement, but a follow-up is maintained, and employers are visited periodically by departmental representatives. The assistance of many church and service organizations has been received, especially in the case of female domestic workers. In addition to this help community committees have also been established in practically all areas where domestic

help has been placed, and these committees help to deal with the problems of the female workers.

Medical assistance, covering immigrants brought to Canada under the group movement plan has also been provided. Indigent immigrants who become ill during their first year of residence receive assistance.

Arrangements have also been made to facilitate the approval of applications by displaced persons who are heads of families to have their families join them. Under the terms of these arrangements, the necessity of individual investigation has been obviated, and many displaced persons have been united with their families.

Since the movement began in 1947 to the end of September 1949, a total of 84,651 displaced persons have entered Canada. These people represent many different trades and skills, and are to be found working in all sectors of the economy. Many have undertaken agricultural work, and others are working in lumbering, textiles, mining, the garment industry, construction, domestic employment, and other fields. Some have possessed skills new or undeveloped in Canada, and as a result, the country has benefited.

The admission of these new Canadians has achieved a two-fold purpose. A demand for much needed help in certain fields has been partially satisfied, and new life, new opportunities and restored hope have been granted to many thousands of people, who were the victims of circumstances over which they had no control.

In addition to the Movement of Displaced Persons from Europe who have come to Canada, there

has also been a highly successful movement of Dutch agriculturists to Canada. This movement started in 1947, following an agreement between the Netherlands and Canadian Governments, and by the end of September, 1949, some 16,000 members of Dutch farm families had been settled in Canada. The ultimate objective of these people is to own farms in this country, and many have settled permanently on farms on an ownership, rental or crop-sharing basis. The majority of these immigrants have settled in Ontario, but a considerable number have gone to Quebec, the Prairies and Western Canada.

The federal Government, and the Government of Ontario have also co-operated in arranging for the transportation and employment of persons from the United Kingdom who desire to come to Canada. The Ontario Government has arranged transportation for these people, and the National Employment Service has undertaken the task of finding jobs for the immigrants.

Both of the movements described above differ from the Displaced

Persons Movement in that these people have some capital with which to help establish themselves in this country, and they have migrated to Canada for reasons different from those of the displaced persons.

The future pattern of immigration to Canada will depend in large measure on our ability to maintain present economic levels, and to develop our resources. An immigration program to be successful must be geared to the absorptive capacity of the country. A well planned immigration program can prove of benefit to the country. The late Mr. Mackenzie King, speaking in the House of Commons, emphasized this, when he said: "A larger population will help to develop our resources. By providing a larger number of consumers, in other words a larger domestic market, it will reduce the present dependence of Canada on the export of primary products. The essential thing is that immigrants be selected with care, and that their numbers be adjusted to the absorptive capacity of the country."

Towards Greater Uniformity

As a step towards securing a greater measure of uniformity in labour laws and improving administrative standards and enforcement, the Canadian Association of Administrators of Labour Legislation was organized in 1938.

The members of the Association, which includes officers of the Federal Department of Labour and of provincial departments, boards, and commissions administering any labour law, meet annually to exchange information on such subjects as minimum wages, hours of work, accident prevention, labour inspection, labour statistics, employment of women and children, apprenticeship, industrial relations, Canada and the ILO, etc. The last conference, the ninth, in Montreal on May 29-31, 1950, was attended by 44 representatives of nine provinces and 11 representatives of the Federal Department.

Tenth ACCL Becomes First CCL

At a meeting described in the *LABOUR GAZETTE* for October, 1940, as the "tenth regular Convention of the All-Canadian Congress of Labour," the Congress broadened its scope to include unions affiliated with the Canadian Committee for Industrial Organization (recently expelled from the Trades and Labour Congress of Canada) and renamed itself the Canadian Congress of Labour.

The new labour body proceeded to adopt a constitution, which clearly set forth its distinctive characteristic, that of organizing the unorganized in accordance with the "principle of organization within an industry."

The purposes of the Canadian Congress of Labour, as stated in the Constitution of 1940, are as follows:—

Section 1.—The purposes of the Congress shall be to promote the interests of its affiliates and generally to advance the economic and social welfare of the workers of Canada.

Section 2.—It shall seek to accomplish this in the economic field by developing the widest and the most effective organization of the workers, establishing wherever necessary, Organizing Committees for this purpose, and assisting existing unions to organize the unorganized workers in their respective industries. It shall, at all times, promote the principle of organization within an industry. It shall, co-operating with its affiliates, establish special funds and furnish other assistance for the purpose of carrying out the organizing objectives of the Congress.

Section 3.—In the legislative field the Congress shall promote the enactment of suitable legislative measures, Municipal, Provincial or Federal, in furtherance of the purposes of the Congress and of the interests of its affiliates. It shall exert and concentrate its influence in the promotion of its legislative program, or in opposition to any legislation contrary thereto. It shall make appropriate studies of legislation, and of associated matters, bearing upon the purpose and objects of the Congress. It shall take all suitable steps to inform its affiliates and their membership, and also legislators and the public, with regard to its legislative program.

Section 4.—The economic and legislative policies to be advanced by the Congress shall be determined in accordance with the industrial, economic and legislative conditions from time to time prevailing in the Dominion of Canada.

The following new section was added in 1946:—

Section 5.—The Canadian Congress of Labour stands unequivocally for equality of treatment regardless of race, creed or colour, and recommends to all affiliated organizations that they oppose discrimination on these grounds wherever it may appear.



UNEMPLOYMENT INSURANCE AND THE NATIONAL EMPLOYMENT SERVICE

by Ray Brown

*Director of Public Relations
Unemployment Insurance Commission.*

While as an operating program unemployment insurance in Canada has not yet celebrated its tenth birthday, its story goes back far beyond that period. In Canada as in Europe it had its origin in the trade union movement.

An important step in building a social security structure for Canada was taken when Parliament, in the summer of 1940, passed the Unemployment Insurance Act. The measure had a peculiar significance. In it, for the first time, the responsibility of government, of industry, and of the individual worker in periods of unemployment was accepted and given legal status.

The plan which Parliament outlined in the Unemployment Insurance Act provided for a contributory system of unemployment insurance. The contributing parties are the employer, the worker, and finally the Federal Government. Thus the interest which all three have in maintaining economic stability during periods of unemployment is recognized.

The legislation went further, however. It placed squarely upon the shoulders of the Federal Government responsibility for providing an organized system of finding jobs for unemployed workers. It set up a national employment service recognizing that only in close association with such a service could an unemployment insurance program be successful. In plain words, the basic idea was that, first and foremost, an unemployed worker needs a job. It is very much more important that this basic requirement should be satisfied than that the worker draw benefit.

It will be seen that unemployment insurance is, from the practical viewpoint, a comparatively recent thing in Canada. However, it would be a great

mistake to think of unemployment insurance in Canada merely in terms of the last decade. While as an actual operating program it has not yet celebrated its tenth birthday, its story goes back far beyond that period. To learn the history of unemployment insurance one must turn to records of one of the great labour organizations, the Trades and Labour Congress of Canada.

Historical Background

It is, of course, probable that the idea of unemployment insurance was a subject of informal discussion in Canadian labour circles for years before it found its way to an executive meeting or a convention floor. Certain countries in Europe had been experimenting with varying systems of unemployment insurance as early as the middle of the nineteenth century. It is apparent from the records that in Europe then, as in Canada later, it had its origin in the trade union movement. Some trade unions in European countries provided out-of-work benefits as early as the middle of the nineteenth century. Plans were voluntary, assessments usually low because workers were unable to pay large amounts, and consequently benefit allowances were frequently small and sometimes uncertain.

It remained for Great Britain to lead in adopting national compulsory unemployment insurance. In the year 1909 Rt. Hon. Winston Churchill, then President of the Board of Trade, announced that the government intended bring-

TLC Leadership

Whether or not the first world war hastened or delayed early steps toward unemployment insurance in Canada, it is difficult to say. When, in the summer of 1914, the Kaiser sent his legions goose-stepping into Belgium and plunged Europe into turmoil, Canada turned immediately from peaceful pursuits to war effort. National energy was concentrated on recruiting and equipping armies to meet an ever-growing peril. However, in spite of this tremendous effort, and possibly because of it, some men's thoughts must have been directed to the future. In the midst of maximum employment, some labour leaders were wondering what would happen when the guns became silent and the troops returned. Would the period of feverish activity be succeeded by one of depression and its inevitable companion, unemployment? Would it not be wise to make provision for such "bad times" when conditions permitted?

At any rate, whatever the thinking, it is interesting to note that the first official step by a labour body in Canada in the direction of unemployment insurance was taken in the war years. Records of the Trades and Labour Congress state that the executive of that body in a report to the annual convention of 1916 emphasized the importance of setting up a government commission to inquire into industrial relations in Canada. The convention called upon the government, by resolution, to establish such a commission.

ing in a scheme of unemployment insurance. Two years later the government of Rt. Hon. H. H. Asquith put through the National Insurance Act of 1911. It established unemployment insurance for two - and - a - half million workers in engineering, metal, shipbuilding and construction industries. The number of workers covered was greater than the combined total of insured persons in all other countries at that time. The system established involved contributions by employers, employees and the government. Insurance stamps representing joint employer-employee contributions were purchased by the employer from the post office and placed in the employee's book. The amount of the worker's contribution was deducted from his wages.

An exhaustive review of the developments in Great Britain, which culminated in the present social security system, is unnecessary in any history of Canada's unemployment insurance program. On the other hand unemployment insurance in Canada must be seen against the background of British experience. Canada was not to follow suit for some years to come, but undoubtedly men prominent in the Canadian labour movement watched with eager interest the progress of the British scheme and were stimulated by its success. Indeed records of the Trades and Labour Congress of Canada contain references to correspondence which passed between British and Canadian labour leaders discussing state insurance against unemployment.

It may be said that this contains no mention of unemployment insurance. On the other hand it should be noted that three years later, when the government of Sir Robert Borden appointed a Royal Commission to inquire into industrial relations in Canada, Tom Moore, then President of the Trades and Labour Congress of Canada, and John W. Bruce, who had moved the Trades and Labour Congress resolution of 1916, were chosen to represent labour on that body. This commission, which was headed by Chief Justice T. G. Mathers, of Manitoba, as chairman, put the issue of unemployment insurance directly before the government of the day in a formal recommendation.

This recommendation, which is a part of the commission's majority report, placed "unemployment and the fear of unemployment" first among the causes of unrest in Canada. The commission found the greatest unrest where most unemployment existed. As was to be expected this was in several of the large urban centres.

First Recommendation

In closing its reference to unemployment, the commission laid down the principle that: "Before the labourer can be made contented the haunting fear of unemployment must be removed from his mind." It continued:

Unemployment may arise from other causes than the loss of his job. He may be incapacitated by sickness, invalidity or old age. Very few labourers are able, out of their earnings, to make provision for these contingencies. We recommend to your Government the question of making some provision by a system of State Social Insurance for those

who through no fault of their own are unable to work, whether the inability arises from lack of opportunity, sickness, invalidity or old age. Such insurance should remove the spectre of fear which now haunts the wage-earner and make him a more contented and better citizen.

That this principle met with general approval at the time the commission reported would seem to be indicated by the fact that, in the autumn of the same year, a National Industrial Conference gave it unanimous endorsement. This conference was attended by representatives of Dominion, Provincial and Municipal Governments, employers and employees. Nevertheless the commission's recommendation was not acted on immediately. Constitutional jurisdiction, which was to prove disastrous to the 1935 legislation of the Bennett Government, had apparently asserted itself. At any rate the question was referred to the provinces, which took some time in its consideration. Between 1919 and 1927 no definite action was taken.

Canada was, however, in common with other countries, to pass through an experience which drove home the importance and urgency of adopting unemployment insurance. In the "twenties", after the commission had reported favourably, there was no great public demand for such a program. True there was appreciable industrial unrest—the great Winnipeg strike had taken place in 1919 and its repercussions continued—but the public was yet to face a major unemployment crisis. Then, in the early "thirties", it came. Depression, with a capital D, took the country, and indeed many other countries, by the throat. Unemployment figures rose, men

walked the streets looking in vain for jobs, Dominion, Provincial and Municipal Governments faced demands for "relief", sometimes referred to as "the dole", millions were paid out to keep workers and their families alive because no work could be found.

Constitutional Impasse

Under such conditions it is not to be wondered at that unemployment insurance assumed a position of urgency. It was something tangible and practical in answer to a need which might even become a menace. The Government of Prime Minister R. B. Bennett, in January 1935, introduced into Parliament Canada's first measure of insurance against unemployment, and it became law five months later. This measure, entitled "The Employment and Social Insurance Act", provided for establishment of a contributory system of unemployment insurance "and for other forms of social insurance and security". It also set up a national employment service. Administration was placed in the hands of an "Employment and Social Insurance Commission".

A discussion of the provisions of this Act would be fruitless in view of its brief and unhappy career. The government of the day had based its claim to legislate in the field of social security on the following grounds:—

1. That Canada signed the Treaty of Versailles, and related Treaties as an independent signatory, and thereby agreed to accept the obligations imposed upon the signatories to "secure and maintain fair and humane conditions of labour for men, women and children both in their own countries and in all countries to which their commercial and industrial relations

extend;" and that unemployment insurance being designed to protect labour falls within the purview of Canada's obligations under these treaties, and that this legislation therefore falls within federal jurisdiction under Section 132 of the British North America Act.

2. That it is essential for the "peace, order and good government of Canada" to provide for a National Employment Service and for Insurance against Unemployment; which it is urged, brings the measure again within the competence of the federal power, under Section 91 of the same Act.

3. That for the same reasons it is desirable to provide a national contributory fund for unemployment benefits "for the purposes of maintaining on equitable terms interprovincial and international trade,"—which it is again argued, being a matter directly affecting interprovincial and international trade and commerce again brings it within federal jurisdiction under the B.N.A. Act.

This claim was contested, and the Supreme Court of Canada was asked to decide the issue. It ruled that the Act was ultra vires of the Federal Parliament, a decision which was upheld by the Privy Council in 1937. Thus ended the first attempt to establish unemployment insurance in Canada.

Rowell-Sirois Report

There was, however, no stopping the movement. The Bennett administration was succeeded by that of Mackenzie King, and the new government turned its attention to solving the constitutional problem as well as producing a satisfactory plan. From the International Labour Office the services of Mr. D. Christie Tait,

an expert on unemployment insurance, were secured. Mr. Tait spent some time in Canada and made a report in 1938 which favoured federal as against provincial legislation. He pointed to the difficulty of getting nine provincial legislatures to enact laws which would be identical, and the confusion which might arise when amendments were necessary. In the same year, the National Employment Commission, headed by Arthur B. Purvis, emphasized the advantages inherent in a federal scheme.

In the meantime the co-operation of the provinces was sought with a view to amending the B.N.A. Act. Six of them agreed, but three demurred. Then came the report of the Royal Commission on Dominion-Provincial Relations (the Rowell-Sirois Report) which declared:—

In our public hearings representations from most provinces and from many public bodies supported the view that unemployment insurance should be within the jurisdiction of the Dominion Parliament. We have no hesitation in so recommending.

It will be seen that the consensus of informed opinion strongly favoured a national unemployment insurance system. The Federal Government wanted to establish such a system. Finally, by June 1940, consent of all the provinces had been obtained, and no time was lost in seeking the necessary amendment to the British North America Act.

Employment Service Corollary

It is necessary, at this point, in order to get a clear perspec-

tive, to turn back and consider for a minute the situation in respect to employment in Canada. As stated at the outset, an essential part of any adequate unemployment insurance program is an efficient employment service. No such program could function successfully unless linked with provision for obtaining employment for benefit claimants when possible.

Efforts to deal with employment in a systematic manner had been made by certain provinces for very many years before unemployment insurance was placed on the statute books of Canada. They had not, however, resulted in any satisfactory national system even though in 1918 Federal and Provincial Governments co-operated in dealing with employment problems.

The first employment offices in Canada were private agencies which charged fees. As early as 1856 a bureau of this type operated in Saint John, N.B. It would appear that the first agency maintained by a municipality was the Free Municipal Labour Bureau, in Montreal, established in 1896 at the request of the Montreal Trades and Labour Council.

The necessity for government action was emphasized by the growth in Canada's population through immigration. Obviously immigrants could not be brought into Canada and left to fend for themselves, particularly in hard times. The Immigration Branch of what was then called the Department of the Interior began in 1906 to appoint agents to assist in the placement of domestics and farm workers, particularly in Ontario and Quebec. Ontario established a number of

free employment agencies from 1907 to 1912, and the Quebec Legislature in 1910 passed a bill for the establishment of employment offices for workmen. Offices were opened by the Provincial Government in Montreal and Quebec City in 1911 and in Sherbrooke in 1912.

As was to be expected this movement continued. By 1918, the last year of the First Great War, there were in existence a dozen provincial employment offices, nine in Ontario and three in Quebec. That year saw an important development in the field of organized placement.

First Employment Service

At the 1918 session of the Dominion Parliament the government introduced a bill called the Employment Offices Co-ordination Act. This bill set aside the sum of \$50,000 for the fiscal year 1918-19, \$100,000 for the next year, and \$150,000 for each succeeding fiscal year, for distribution among the provinces in proportion to their expenditures for the maintenance of employment offices. The payments were made conditionally upon an agreement between the Federal Minister of Labour and the Provincial Governments.

This Act was passed and immediately drawn to the attention of the Provincial Governments. Before the end of the year agreements between the Federal and a number of the Provincial Governments had been signed. Following this a conference took place between employees, officials of the Labour Department and the provinces concerned. There were, of course, peculiar problems arising out of the war and entailing special provisions. For this reason certain

additional moneys were provided subsequently for the years 1918-19 and 1919-20.

The first director of the employment service for Canada established under the legislation of 1918 was Dr. Bryce M. Stewart. Hon. T. W. Crothers was Minister of Labour at the time and F. A. Acland was Deputy Minister. The headquarters of the department were located in a building on the corner of O'Connor and Queen Streets, which has since disappeared.

The Employment Service of Canada gradually extended until, by the end of 1930 it was operating offices in 69 centres. A system of clearance which made possible the transfer of labour from districts over-supplied to those where shortages existed was established. The western clearing house was located in Winnipeg, while clearance activities for the eastern part of the country, as well as for the Dominion as a whole, centred at headquarters in Ottawa. Gradually the private fee-charging employment agencies began to disappear. Their operation had been made illegal in a number of provinces by 1930, and in others, where they existed, they operated only under provincial licenses.

As a pioneer in public employment service operation in Canada, the original employment service filled an important role. For many years it did provide public placement facilities. However it became obvious in the course of time that a suitable public employment service in Canada would require more extensive facilities. The idea also developed that a national service under central control would be in a better position to organize the Canadian employment field. Consequently, up to

the time that the Unemployment Insurance Act of 1940 was passed, the employment service, even though covering the Dominion, could hardly have been described as a truly national organization in its function.

The above paragraphs give a sketchy idea of the progress Canada had made in the employment field up to the time of the 1940 legislation. During that period there had been two changes in the directorship of the Employment Service of Canada. R. A. Rigg had replaced Dr. Stewart and acted as director for many years. Toward the end of the period V. C. Phelan, who was to become Chief Employment Officer under the Commission created by the 1940 Act (and who was to have a large part in setting up the new National Employment Service), became Director of the former Employment Service of Canada. When the 1940 Act was passed, the Employment Offices Co-ordination Act was repealed.

Action on New Act

As was to be expected the drafting of Canada's Unemployment Insurance Act was the work of many hands and brains. It has already been mentioned that Mr. D. Christie Tait, an expert of the ILO, came to Canada and in 1938 made a report to the late Hon. Norman McL. Rogers, then Minister of Labour, on a proposed unemployment insurance bill. Also those working on the draft had before them Canada's 1935 Act, as well as those of Great Britain and the United States. Consequently there was plenty of material to work with.

The preliminary work was carried on largely by half a dozen men selected for the purpose. The

Labour portfolio had been taken over by Hon. Norman McLarty, who had as his Deputy Minister, Dr. Bryce M. Stewart. The late Gerald H. Brown, who took an active part before the Parliamentary Committee which examined the bill, was Assistant Deputy Minister. Among those who helped to draw up the bill were the late Eric Stangroom, A. A. Heaps, a former member of Parliament and student of unemployment insurance, and J. S. Hodgson, all of whom were later on the staff of the Unemployment Insurance Commission, and A. D. Watson, then Chief Actuary and now Consulting Actuary in the Federal Department of Insurance.

Course of Legislation

The government lost no time, after amendment of the B.N.A. Act, in introducing the bill. The basic legislation was introduced by Mr. McLarty on July 15, 1940, when a blanket of summer heat hung over Ottawa. The following day he moved its adoption, predicting that, by the legislation, "fear will be removed to some extent from 4,660,000 of the Canadian people." He pointed out that it had been approved in principle by every major labour organization in the country, endorsed by every commission and committee which had considered it, and agreed to by the House of Commons itself.

As was to be expected the bill met with general approval in the House. After comparatively brief discussion it received second reading on July 19, and was sent to a Special Committee of fifteen members, of which Mr. McLarty was Chairman. This gave opportunity for detailed discussion and explanation by experts, and also for

interested organizations to make representations. Representatives of labour and management organizations were heard at length, and actuaries, both departmental and private, gave evidence. Among the organizations appearing before the Committee were the Canadian Manufacturers' Association, Trades and Labour Congress, Retail Merchants' Association, Canadian Chamber of Commerce, Canadian Congress of Labour, Canadian Hospital Council, Canadian Railway Association, Canadian Committee for Industrial Organization, Canadian Bankers' Association, and the Canadian and Catholic Confederation of Labour. On July 26 the Minister of Labour was able to present a unanimous report to the Commons, and three days later the bill received third reading.

In the Senate, first reading was given to the measure on July 29, when it went to the Banking and Commerce Committee of the Upper Chamber. After careful examination there, it was reported, and, following defeat of an amendment moved by Senator Meighen providing that it should become effective on termination of the war, it received third reading. Royal Assent was given on August 7, 1940.

Administrative Machinery

While a great deal of work had been done before the unemployment insurance bill could be presented to Parliament, as well as during the period when it was before the Commons and Senate and the committees which examined it, it was merely a beginning. With legislative authority in its hands, the Mackenzie King government of the day had to create the necessary machinery to carry

out the provisions approved by Parliament. First a Commission had to be established. It was necessary to obtain one Commissioner who represented organizations of workers and another nominated by employer organizations. The Chairman, as provided in the Act, would be selected by the government as representing the general public.

The government's first choice for the chairmanship was a man who had already appeared prominently in the sphere of Dominion-Provincial relations. Dr. Joseph Sirois had been associated with Hon. N. W. Rowell in the preparation of the report on Dominion-Provincial Relations which had contained a recommendation favouring a national scheme of unemployment insurance. He was chosen to be the first Chairman of the Unemployment Insurance Commission.

As representative of the workers, R. J. Tallon, who had been for many years prominent in the organization of the Trades and Labour Congress of Canada was selected. Allan M. Mitchell, a Montreal industrialist, was nominated by employer organizations and appointed to represent employers.

The new Commission met with a misfortune quite early in its career. Dr. Sirois had not been in the best of health. However, he attended the first meeting of the Commission which took place in the Parliament Buildings on October 1, 1940. This meeting was also attended by the two other Commissioners, and the Minister, Hon. N. A. McLarty, was present. Meetings were held at weekly intervals and Dr. Sirois continued to preside for two months. He then found himself unable to act,



**HOUSE OF COMMONS COMMITTEE ON UNEMPLOYMENT INSURANCE,
JULY, 1940**

Back row: K. K. Homuth, M.P.; H. R. Jackman, M.P.; A. W. Roebuck, M.P.; Hon. Ian A. Mackenzie, Minister of Pensions and National Health; Hon. N. A. McLarty, Minister of Labour, Chairman; Jos. Jean, M.P.; D. A. McNiven, M.P. **Middle row:** Angus MacInnis, M.P.; E. G. Hansell, M.P.; Thomas Reid, M.P.; V. J. Pottier, M.P.; Hon. P. J. A. Cardin, Minister of Public Works and Transport; Gordon Graydon, M.P.; L. P. Picard, M.P.; Lionel Chevrier, M.P. **Seated:** J. S. Hodgson, Department of Labour; A. D. Watson, Department of Insurance; Antoine Chasse, Clerk of Committee; G. H. Brown, Assistant Deputy Minister of Labour; Eric Stangroom, Department of Labour; A. A. Heaps, Department of Labour.

and eventually died leaving a vacancy in the office of Chief Commissioner.

Organization Set-up

As the Commission was faced with the important task of organizing a national machine to operate unemployment insurance and an employment service it was necessary to fill the vacancy with the minimum of delay. A. MacNamara, who had formerly been Deputy Minister of Public Works and Labour in the Government of Manitoba and who had come to

Ottawa to head the Dependents' Allowance Board, was appointed Acting Chief Commissioner. He had just previously been appointed associate deputy minister of labour. Organization then proceeded under the Commission.

The Commission's administrative organization was, of course, designed to carry out the provisions of the governing Act. The machinery to operate a nationwide system under which employers and workers in insured employments contributed varying amounts, and which called for

payment of benefit in accordance with certain fixed rules and in proportion to contributions made, was necessarily somewhat involved. On the employment side negotiations for taking over provincial offices which had been operating for many years had to be carried through. Many new offices were required. Regulations governing both insurance and employment activities had to be drafted. Problems entirely new to Canada were encountered and demanded solution.

However, the work went forward steadily under the Commission's direction. For administrative purposes, Canada was divided into five regions—Maritime, Quebec, Ontario, Prairie and Pacific—with regional staffs directed by a Superintendent in each case. At Ottawa, a Chief Employment Officer and a Chief Insurance Officer headed the two main branches under an Executive Director. Hon. Lucien Cannon, a judge of the Quebec Superior Court was appointed Umpire. In accordance with the provisions of the Act, in due course national, regional and local employment committees were established; and the government created an Unemployment Insurance Advisory Committee. The National Employment Committee was headed by Tom Moore, President of the Trades and Labour Congress, while Dr. W. A. Mackintosh, of Queen's University, became Chairman of the Unemployment Insurance Advisory Committee. Dr Mackintosh had been a member of the National Employment Commission, and economic adviser to the Deputy Minister of Finance.

Act in Operation

On Canada's 74th birthday, July 1, 1941, the Unemployment Insurance Act began to function. At that time there were more than 100,000 employers registered and insurance books requisitioned exceeded two and a quarter million. When the bill was before Committee it had been estimated that its coverage would be approximately 2,400,000, an estimate which proved reasonably correct.

At the time the bill was under consideration there had been suggestions in certain quarters that the time was hardly appropriate for starting the program. Was a period of world conflict appropriate for launching such an important experiment in Canada? On the other hand it was argued that the very fact of war made the time exceptionally suitable for such a scheme. Maximum employment prevailed, every man and woman who could work was employed at good wages. What better time could be found for building up the insurance fund?

As events turned out, the latter viewpoint seems to have been the correct one. In spite of the fact that the fiscal year 1941-42 was largely concerned with organization, a fund of nearly \$44,000,000 had been accumulated by the end of that period. More than 100 "Employment and Claims Offices," as they were then called, had been established across Canada, and a staff of 1,570 engaged. Key officials were trained at staff training schools held in Ottawa, and they, in turn, trained staff members in the regions.

The Hon. Humphrey Mitchell had taken over the Labour portfolio from Mr. McLarty, who had become Secretary of State.

National Selective Service

A new and unexpected responsibility, and one directly attributable to the war was, however, to be assumed by the infant organization. On March 24, 1942, Prime Minister Mackenzie King announced to an expectant House of Commons, a program of National Selective Service "to effect the orderly and efficient employment of the men and women of Canada for the varied purposes of the war." The primary responsibility for the mobilization of Canada's man and woman power under National Selective Service was placed on the shoulders of the Minister of Labour, while direction of the program was given to a director and an associate director. For the former position Elliott M. Little, a dynamic figure in the pulp and paper industry was drafted.

The advent of N.S.S. had a profound effect on the unemployment insurance organization. On March 16, 1942, the post of Chief Commissioner had been filled by the appointment of Louis J. Trotter, a Montreal financier. Mr. MacNamara had returned to his post as Associate Deputy Minister of Labour. Toward the end of that year, Mr. MacNamara also took over the post of Director of National Selective Service, Mr. Little having resigned to resume his former industrial activities. At the time that he announced National Selective Service, the Prime Minister informed Parliament and the country that "the mobilization of industrial manpower will, in the main, be effected through the agency of the Employment Service of Canada". Commission offices became National Selective Service

offices, and officers of the Commission were required to administer N.S.S. regulations.

It was a time of emergency. The Commission and members of the staff were fully aware of the need for channelling men and women into those activities which would enable them to make maximum contribution to the paramount war needs.

On September 4, 1942, Cabinet, with the concurrence of the Commission, enacted Order in Council P.C. 7994 "to enable the Minister to make more use for National Selective Service of the organization already set up under the Commission." This order changed the name of the organization, for the time being, to the "Employment Service and Unemployment Insurance Branch," with Commissioner Allan M. Mitchell as Director. The Commission retained its supervision over operations of the insurance features of the Act.

Wartime Expansion

Due to the high level of wartime activity and concentration of workers in insured employments, the number of employers and workers registered under the Unemployment Insurance Act was increasing steadily. On March 31, 1943, a total of 3,067,169 insured employees were registered, while the number of registered employers was over 168,000. The Commission, in connection with the National Selective Service program, made an inventory, involving registration according to skills, adaptability and availability for work, of several groups which had not been previously registered by the Commission. This registration was national in character, and covered males in

groups referred to between ages 16 and 70, and women aged 20 to 24 inclusive.

By the end of March, 1945, the National Employment Committee was giving general supervision to 61 local, as well as the five regional committees. During 1942, Tom Moore, who had been Chairman of this committee since its inception, suffered a paralytic stroke while attending a large meeting in Montreal. His illness was a serious one, making it quite impossible for him to carry on his duties, so Commissioner Tallon was appointed Acting Chairman. He was fated to continue in this capacity for some years, because Mr. Moore's illness proved a lingering one, eventually resulting in death.

Coverage Amendments

It is not intended in this review to refer at any length, or in any detail, to changes which have been made from time to time in the Unemployment Insurance Act or Regulations. On the other hand, it is well to note, as we pass along, some of the amendments which were important from the viewpoint of coverage.

The Act, as originally passed, applied to all persons in Canada employed under a contract of service unless their employment was specifically excepted. Some of the excepted employments were agriculture, fishing, lumbering and logging, hunting and trapping, and domestic service other than in a club or in a business carried on for gain. This is not a complete list. At the outset a "ceiling" of \$2,000 a year was fixed, and persons earning more than this amount were not ordinarily insurable.

In September, 1943, an amendment raising the ceiling to \$2,400 a year became effective, and persons paid on an hourly, daily, weekly or piece rate became insurable no matter what their earnings. During the following year, study was given to the possible extension of coverage to the lumbering and logging industry, and the Advisory Committee recommended that, in view of administrative problems, such extension should be made gradually in areas prescribed by the Commission.

During 1945 coverage was extended to persons employed in transportation by air, and also to employment as a professional nurse other than a private duty nurse. A preliminary report was completed on problems connected with extension of coverage to employment in transportation by water, and on October 1, 1946, this became insurable. An Order in Council had been passed in the previous year extending coverage to employment in lumbering and logging but leaving it to the Commission to prescribe those areas in which it would apply. It became applicable in British Columbia at the beginning of August, 1946.

The year 1945 saw another change in the Commission personnel. Commissioner Allan M. Mitchell, who had given a great deal of time and energy to his post during a period of tremendous pressure, became ill and resigned at the end of July. His first five-year term would have expired on September 23, 1945. Mr. Tallon's term was renewed for another five years, and for some little time he and

the Chief Commissioner, Louis J. Trottier, carried on.

At the end of the fiscal year, the Order in Council enabling the Minister to use the Commission organization for National Selective Service administration ceased to be effective. The powers of the Commission were, therefore, automatically restored.

Peace Responsibilities

With the cancellation of National Selective Service regulations, employment offices across Canada were in a position to resume the functions for which they had originally been designed. National Selective Service offices had, of course, demonstrated the fact that they could perform a most valuable function in a period of emergency. They were yet to establish themselves firmly as

part of the essential peace-time machinery for dealing with the employment needs of the Canadian people.

It was not long, however, before Canada's National Employment Service began to assume a position of importance in its particular field. The fact that it operated offices under one centralized control in every part of the country was a most important factor in its success. Already reference has been made to the development of a limited system of clearance under the old Dominion-Provincial Employment Service started in 1918. The clearance system was greatly expanded with the consequence that the employer in need of workers found that he could, if necessary, through the National Employment Service, cover the

An unexpected responsibility was assumed by the infant National Employment Service in 1942, when the local offices were used for the mobilization of industrial manpower under the National Selective Service program. Below: Farm, factory and office workers are interviewed by a Selective Service official.



entire country in his search for suitable employees. Similarly, the unemployed worker had the entire national field at his disposal if unable to locate work in his own locality.

Only a national system could provide for such a method. Under the clearance system an employer's order was first given every attention in the local office concerned. If it could not be filled in the locality, and the employer desired wider circulation of the order, it could be cleared through the entire region. If still wider service was necessary, national clearance could be adopted.

Job Specialization

The National Employment Service also proceeded to develop certain branches of particular value to persons requiring specialized attention in order to obtain suitable employment. Prominent among these was what is known as the special placements division. Here the individual with physical or mental handicaps received specialized treatment by officers trained for the purpose. Boys and girls leaving school and taking their first steps into the world of work found here counselling and guidance to assist them in proper selection of the occupation most suited to their abilities. In this field of vocational guidance the special placements division co-operates closely with schools and other institutions interested in the development of youth and in its successful establishment in employment. In certain of the large cities vocational guidance councils were formed for the specific purpose of co-operating

with the National Employment Service in the work for young people.

The special placements division also performed an important duty for workers in the upper age brackets. One of the difficulties encountered arose from the fact that a number of employers preferred to engage only young workers. While it was obvious that this policy was short-sighted inasmuch as it ignored the valuable experience of the older man or woman, it constituted a challenge to the National Employment Service. Consequently the special placements division made a particular effort along the lines of counselling these older workers, re-establishing their morale if it had suffered from lack of employment, and generally using all its resources in order to see that they obtained the types of employment suitable.

Placing the Displaced

As an aftermath of the war Canada was faced with the opportunity, and the obligation, of assisting many of those who had suffered loss of home and employment as a result of the struggle. Many of these persons were in displaced persons' camps in Europe. The Government of Canada decided to welcome a proportion of them to Canadian soil provided that they could measure up to the standards required and were willing to accept the types of employment available.

The National Employment Service was keenly interested and very active in this movement of displaced persons. Obviously the transfer and successful placement of a large number of persons,

many of them quite unfamiliar with the English and French languages, involved a series of problems. However, these were solved as time went on and it is now apparent that the movement of displaced persons has been a great success. Approximately 40,000 of them have been admitted to Canada and placed in employment, and indications are that the vast majority will become good Canadian citizens. Employments in which these male displaced persons undertook to engage were farming, mining, lumbering and similar activities. The women brought over were largely placed in domestic service or in hospitals.

Servicing a Nation

Placement activities of the National Employment Service also included extensive movement of Canadians from one part of Canada to another. In a country of great area like Canada, where climatic conditions vary, it is sometimes necessary to move large numbers of workers from one section of the country to another in order to harvest various crops. An obvious example of this is the movement of harvest workers from eastern Canada to the western grain fields. However, the National Employment Service has developed this markedly. Not only were workers moved from east to west, but when necessary they were transferred from one region to another in order that crops might be saved. The National Employment Service took charge of the movement of berry pickers, workers to save the potato harvest in the Maritime Provinces, workers on sugar-beet plantations and workers in the

tobacco fields. All these products require additional labour at certain periods, and the National Employment Service is in a position to see that it is supplied. The movement was sometimes international in its scope, because Canada supplied potato pickers to the State of Maine, and tobacco workers came to work in Canada's fields from south of the line.

Additional changes took place in the Commission during the fiscal year which ended March 31, 1947. On September 30, 1946, Mr. Trottier resigned to accept a post with the Provincial Bank of Canada. The vacancy created was filled with the appointment of Colonel J. G. Bisson, O.B.E., for a ten-year term.

G. W. Ritchie, of Toronto, had previously been appointed employer representative on the Commission filling the post vacated by the resignation of Mr. Mitchell. His health was not good, however, and early in 1947, C. A. L. Murchison, K.C., was appointed temporarily while Mr. Ritchie took leave of absence for six months. As events turned out, Mr. Ritchie did not return to the Commission and Mr. Murchison was appointed for a five-year term.

During the summer of 1947, the post of Chairman of the National Employment Committee, which was temporarily filled by Commissioner Tallon during the period of Tom Moore's illness, and during the period following his death, was filled by the appointment of Judge W. J. Lindal, of Winnipeg, for a term of three years. Local Employment Committees scattered across Canada now numbered 67, the Commission pursuing a policy of estab-

lishing them in communities indicating a desire for such a committee, where local offices were operating.

Early in 1949 Judge Cannon, the first Umpire under the Unemployment Insurance Act, resigned on account of illness. During his term of office he had given 438 decisions. He was succeeded by Mr. Justice Alfred Savard, also a Judge of the Superior Court of the Province of Quebec, who was appointed Umpire on April 12, 1949. Judge Cannon died in Quebec on February 14, 1950.

Insurability Extended

As already mentioned, the earnings' limit for insurability originally fixed at \$2,000 had been raised to \$2,400 in 1943 to keep pace with rising wartime earnings. By 1947 the wage index showed a further marked increase, and in January 1948 the ceiling for salaried employees was raised to \$3,120 a year. Coverage was extended to employment in stevedoring, an employment which had been excluded by the 1940 Act because of the administrative problems involved.

It will be appreciated that the unemployment insurance program had, from the outset, encountered no serious unemployment situation. With operations beginning in 1941, when war needs were paramount and every man and woman who could work was in demand, the unemployment insurance fund grew rapidly. Gloomy prognostications in respect to depressed conditions during post-war years failed to materialize. A great demand for commodities, which it had been difficult, if not impossible, to satisfy during the war, now had

to be met. The wheels of industry were kept humming in order to satisfy this demand.

Thus, it is not surprising, that in less than a decade, the unemployment insurance fund has grown to considerable size. Its balance at the end of March, 1947, was \$372,878,625. In the following 12-month period it had grown to \$447,734,939. By the end of March, 1949, it had crossed the half-billion mark, amounting to \$529,535,437. At that date the total insured population was estimated at approximately 2,447,000 out of an estimated labour force of 4,964,000.

At the session of Parliament which opened in February, 1950, a bill amending the Unemployment Insurance Act was introduced. It was pointed out, when the measure came before Parliament that, in view of climatic conditions in Canada, seasonal unemployment was part of our employment pattern. The extraordinary employment situation throughout the war years and also during the post-war period had obscured, in appreciable degree, the fact of seasonal unemployment. It was now emerging again, and the government had made up its mind to change the unemployment insurance program so as to make provision for normal winter seasonal unemployment.

Supplementary Benefits

Payment of supplementary benefits between February 28 and April 15, 1950, to unemployed insured persons who were eligible was provided for in the amending bill. The rate of payment was approximately 80 per cent of the

ordinary rate, and benefit was payable to persons in four classes. It was provided that in 1951 and each subsequent year, benefit would be paid only between January 1 and March 31.

Provision was made for financing the payment of supplementary benefit by increasing the daily contribution rates of employers and employees by one cent per day each. To this would be added the government contribution of one-fifth of the combined employer-employee contributions. These amounts would be paid into the insurance fund.

It was also provided that the government would pay into the fund the amount of supplementary benefits paid out to unemployed persons in classes three and four. These were the groups who had not had time to make the necessary number of insurance contributions to qualify. It was estimated that the financial provision thus made would be sufficient to provide for supplementary benefit payments. Nevertheless, in order to safeguard the insurance fund, it was guaranteed by the government against any loss sustained in payment of benefits up to March 31, 1952.

It was indicated in the House of Commons while the bill was under discussion that the number of individuals benefiting would be approximately 100,000.

The payment of supplementary benefit from the unemployment insurance fund was an interesting development in the history of the program in Canada. It was not the only amendment which the session of 1950 produced. Another amendment provided for increasing the insurable limit for salaried employees from \$3,120 to \$4,800 a year. This

was the greatest increase that had been made in the "ceiling" which, as already stated, was fixed at \$2,000 in the original legislation. A new contribution class in line with the raising of the ceiling was created, and the number of classes was reduced from nine to seven.

Early in 1950 it was decided to make lumbering and logging insurable all over Canada. It had previously become an insurable employment in British Columbia, but administrative difficulties interfered with its inclusion in the other provinces. These difficulties were overcome to an extent which permitted the Commission to include it in the insurable employments.

It will, of course, be appreciated that the bringing in of Newfoundland inevitably meant an expansion of unemployment insurance and the National Employment Service so as to serve the inhabitants of the new province. Newfoundland became part of the Maritime Region for administrative purposes and the name of that region was changed to the Atlantic Region. The establishment of offices and the provision of staff, etc., for starting them in operation was accomplished without serious difficulty, and by the beginning of 1950 the service in Newfoundland was running smoothly.

Unemployment insurance has been in operation throughout Canada for less than 10 years. During that comparatively brief period the program has demonstrated its value both in times of war and peace. It has yet to encounter a major depression. It is hoped that such a condition will never develop. However, no

matter what the future has in store, there is some satisfaction in the consciousness that the Canadian people have made some provision, by their own effort, for unfavourable conditions of employment which may arise from time to time. There is also a

sense of achievement in the realization that across Canada has been established an efficient and active organization with the sole purpose of utilizing all employment opportunities as they exist for the benefit of the people of Canada.

When a Canadian Labour Delegate was Dismayed by Revolutionary Principles of an Early International Body

To a meeting of the International Federation of Trade Unions, held in London, England, in November 1921, the Trades and Labour Congress of Canada sent Mr. J. H. Halford, as Canadian delegate.

Mr. Halford listened to the debates for a while, but when a resolution was moved "to impress on the working classes the necessity for international mass action in the assault on reaction, etc.," he had had enough. Rising to his feet, the Canadian delegate told the Federation that it appeared to him to be a frankly revolutionary organization which was attempting to achieve political aims altogether at variance with the Canadian viewpoint. He said he had perused carefully the various resolutions to be brought before the Congress and was dismayed to find that each contained some distinctly revolutionary principle to which he could not commit the Trades and Labour Congress of Canada, and he felt he must vote against them all.

In the event, however, Mr. Halford decided to support at

least one resolution, which hurled defiance at the "Moscow Internationale" which had threatened to destroy the Federation.

According to the LABOUR GAZETTE (January, 1921), three distinct schools of trade union thought were represented in the Congress: the Left Group, comprising Italy, Norway, Sweden and Switzerland, were communistic trade unionists; Great Britain, France, Germany and other European countries were represented by centre socialist trade unionists, while on the right, J. H. Halford, the Canadian delegate, declared himself on every occasion to be simply a trade unionist without any political label.

At its Annual Convention the following year, the Trades and Labour Congress nevertheless voted to continue its affiliation with the International Federation, noting that the Federation had rendered "valuable assistance in exposing the policies of the Third Internationale of Moscow and in pointing out the danger to trade unions of accepting the policies of the Moscow body."

Fair Wages Policy and Prevailing Rates During the First Half Century

by H. S. Johnstone

Head of Fair Wages Section, Department of Labour

The Government of Canada first adopted a Fair Wages Policy in 1900 and the ensuing fifty years have shown a gradual development of this policy.

In 1897 Sir William Mulock, then Postmaster General, appointed Mr. W. L. Mackenzie King to investigate the conditions under which supplies for the Dominion Government were manufactured. As a result of Mr. King's report Sir William gave notice on March 12, 1900, of the following Resolution in the House of Commons:

That it be Resolved, that all Government contracts should contain such conditions as will prevent abuses which may arise from the sub-letting of such contracts, and that every effort should be made to secure the payment of such wages as are generally accepted as current in each trade for competent workmen in the district where the work is carried out, and that this House cordially concurs in such policy, and deems it the duty of the Government to take immediate steps to give effect thereto.

It is hereby declared that the work to which the foregoing

policy shall apply includes not only work undertaken by the Government itself, but also all work aided by grant of Dominion public funds.

On July 17, 1900, this Resolution, with the addition of the following clause, received the formal assent of the House of Commons:

That it is not expedient to mix with this proposal the salaries of those employed in the public departments of the government.

The first steps to implement the Resolution were taken in the Department of Public Works in 1901. In the following year the policy was applied in the Post Office Department in connection with the purchase of postmen's uniforms.

In the early years the administration of the Fair Wages Policy was carried out generally in accordance with the following procedure:

1. The preparation of schedules of current rates for insertion into contracts.
2. The investigation of complaints alleging the payment by contractors of a wage less than that fixed in the schedule, or the non-compliance by the contrac-

tors with other conditions in regard to sub-letting, hours of labour, piecework and actual surroundings in which the work was performed.

3. The answering of inquiries concerning the nature of the conditions under which public work was required to be performed in the various localities.

On August 30, 1907, an Order in Council was passed adding to the original resolution of 1900 the following two clauses:

1. The contractor shall post in a conspicuous place on the public works under construction the schedule of wages inserted in their contracts for the protection of the workmen employed.
2. The contractors shall keep a record of payments made to the workmen in their employ, the books or documents containing such record shall be open for inspection by Fair Wage Officers of the Government, at any time it may be expedient to the Minister of Labour to have the same inspected.

In the succeeding years the Fair Wages Policy was observed more widely as government services expanded. The Fair Wages Clause was used by the various departments of government and agencies on construction contracts and on contracts for supplies and equipment, but its actual wording differed greatly from department to department. The Government came to the conclusion that it was desirable that the labour provisions in question should be made as nearly uniform as possible in terms and administration. Therefore, in 1922, the entire Fair Wages Policy was embodied in Order in Council, P.C. 1206 of June 7, 1922. This Order

in Council divided government contracts into two classes, namely:

"A" contracts, relating to all manner of government construction work including work done by other agencies but supported by subsidies, advances, loans or guarantees from the Dominion; and

"B" contracts, which covered the manufacture and supply of all manner of fittings and equipment.

The general principles for the determination of wages and hours under P.C. 1206 were the same as those set forth in the original fair wages Resolution of 1900 and the two additions to this Resolution made in 1907. In addition, the Order in Council provided that, if there were no current rates ascertainable in the district, then fair and reasonable rates were to be paid.

Hours were to be fixed in accordance with the custom of the trade in the district and, if there were no such custom, then they were to be fair and reasonable hours. Wages and hours as defined in the Order meant the standard rates of wages and hours of labour as established by collective agreement between employers and workmen in the district from which the labour required is drawn, or the rates and hours actually prevailing, although not necessarily established by collective agreements.

Both "A" and "B" conditions stipulated that all workers must be residents of Canada unless the Minister of the Department concerned permitted other than Canadian labour to be used.

On both "A" and "B" contracts a procedure was established for the payment of wage claims. If proof satisfactory to the Minister

was furnished that improper wages were paid, the Minister might pay such wages out of the moneys owing by the Government to the contractor.

Order in Council P.C. 605 of April 9, 1924, gave to the Minister of Labour, under special circumstances, authority to determine current or fair and reasonable overtime wage rates and the proper classification of any work for the purpose of determining wages and hours. The Order in Council provided that such authority should not be exercised in respect of any employees covered by a collective agreement fixing wage rates, hours, and other conditions of labour.

In 1930 the Trades and Labour Congress of Canada made representations to the Government arguing that the existing fair wages regulations were insufficient to give the workers the protection they needed, and that developments in respect of Government-owned railways and hotels had introduced new factors into the situation and added to the difficulties of properly administering the fair wages regulations. It was argued that the existing regulations could only be applied where they were made a part of the contract, and that where failure to make such provision occurred, the worker had no protection and no legal recourse to enforce its claim. The Congress contended that statutory enactment of fair wages regulations would correct this situation.

In the same year Parliament passed the Fair Wages and Eight-Hour Day Act, 1930, which gave statutory effect to the Fair Wages Policy contained in the Orders in Council described above. The Act provided that the 8-hour day

should apply to all government work whether carried out by contractors or by the Government itself. The Act did not apply to persons employed in the manufacture of materials, supplies or equipment for use on construction work where such manufacture was carried on in any plant or factory established for the purpose of the work contemplated.

In December 1934, P. C. 3271 was passed, following the report of the Royal Commission on price spreads; substituting new "B" Conditions for those then in effect. The Order in Council stipulated that wage rates for male workers 18 years of age and over should not be less than 30 cents per hour and that rates for female workers should not be less than 20 cents per hour. It also provided that all persons under 18 years of age should be entitled to rates of wages not less than those provided for women and girls in the minimum wage scale of the Province in which the work was performed, and that where the provincial minimum laws required payment of higher wages than those set out in the Order, such higher wages should apply.

In 1935 a new Statute was passed repealing the Fair Wages and Eight-Hour Day Act, 1930. This Statute, known as the Fair Wages and Hours of Labour Act, 1935, re-enacted certain sections of the 1930 Legislation and added others to give further effect to the recommendations of the Royal Commission on price spreads.

It applied to all contracts made with the Government for construction, remodelling, repair or demolition of any work; and applied also to such works that are aided by government loan, subsidy, advance or guarantee. The hours

of work were limited to 8 per day and to 44 per week.

By 1941 there was a definite increase in prices and wage rates, occasioned largely by the expanding war economy. Order in Council P.C. 3884 of May 30, 1941, passed under the authority of the War Measures Act, amended the "B" Conditions by raising the minimum rates in the schedule to 35 cents and 25 cents for male and female workers respectively, 18 years of age and over.

The large number of Dominion Government contracts issued in connection with wartime supplies made it necessary in the early years of the war to secure some assistance from the provinces in the inspection and enforcement of labour conditions. The provincial Departments of Labour agreed to co-operate and on July 22, 1941, Order in Council P.C. 5522 was passed, authorizing the Minister of Labour to appoint any provincial officer or any other person authorized to inspect labour conditions pursuant to the law of any Province, as his duly authorized representative for the enforcement of fair wages and labour conditions on Dominion Government contracts.

Under Order in Council P.C. 3884, referred to above, only those employees of a contractor who were actually employed on government work were affected by the established minimum rates. This Order in Council was revoked October 4, 1941, by Order in Council P.C. 7679 which provided that all employees of a government contractor, whether employed on government work or not, must receive the minimum rate of 35 cents and 25 cents per

hour for male and female workers respectively, 18 years of age and over.

The rise in prices and wages in the early years of the war and the necessity of fully organizing the economy for the effective prosecution of the war prompted the Government to institute price and wage control.

Orders in Council were passed which stabilized all wage rates and prevented further wage increases except on approval by the National War Labour Board or one of the nine Regional War Labour Boards. The National War Labour Board was also given the responsibility of administering the Fair Wages and Hours of Labour Act, 1935, and Order in Council P.C. 7679.

This wage stabilization legislation was amended by Order in Council P.C. 9384 of December 9, 1943, which removed the fair wages legislation from the jurisdiction of the National War Labour Board. The Industrial Relations Branch of the Department of Labour then became responsible for the administration of the Fair Wages Policy.

In 1949 the Fair Wages Policy Order in Council was amended by Order in Council P.C. 1272 which made "A" Conditions subject to the Fair Wages and Hours of Labour Act, 1935, and amended the "B" Conditions by removing therefrom the schedule of minimum rates.

Later in 1949 all Fair Wage Orders in Council and amendments were consolidated in Order in Council P.C. 5547. Thus, at the close of the first fifty years of the operation of the Fair Wages Policy, the Fair Wages Legislation

comprises the last named Order in Council and the Fair Wages and Hours of Labour Act, 1935.

Prevailing Rates Employees

Today in Canada there are about 30,000 employees of the Government of Canada who are known as Prevailing Rates Employees. They are employed at various military and other establishments across the country, in dockyards, in workshops, on canals, in parks, and on all government vessels. The designation of this particular class of workers, and the manner in which their rates of pay have been established, is an instance of legislation and procedure worked out to suit the needs and circumstances of the changing pattern of government activity over the years.

In 1918 an amendment to the Civil Service Act provided that "In any case where the Commission decides that it is not practicable nor in the public interest to apply this Act to any position or positions, the Commission may, with the approval of the Governor in Council, exclude such position or positions in whole or in part from the operation of the Act, and make such regulations as are deemed advisable, prescribing how such position or positions are to be dealt with".

In 1922, pursuant to Order in Council P.C. 1053, the Civil Service Commission exempted from the operation of the Civil Service Act several classes of positions, including many trades, semi-skilled and unskilled labour and domestic service workers. The selection of these employees and the determination of their rates of pay were left entirely with the

employing department, with the stipulation that rates of pay were not to exceed civil service rates.

The Department of Labour was first brought into the picture in 1923 when Order in Council P.C. 1595 required that employees who were exempt from the operation of the Civil Service Act and who were employed by the Department of National Defence on construction, maintenance and repair work, should be paid rates prescribed in schedules prepared by the Department of Labour for the Department of National Defence. In succeeding years, the Department of Labour undertook a similar function in respect of other government departments employing prevailing rates employees.

A departure from this procedure occurred in the early years of the war when both the Treasury Board and the National War Labour Board began to play a part in the administration of prevailing rates legislation. Order in Council P.C. 22/4627 of June 1, 1942, required that all changes in the rates of pay of prevailing rates employees should be approved only when concurred in by Treasury Board on the recommendation of the National War Labour Board. This function was transferred to the Industrial Relations Branch of the Department on January 1, 1944.

A further change in this procedure was effected in 1944 by Order in Council P.C. 3374 which provided that prevailing rates employees should be paid wage rates established by the Governor in Council on the recommendation of the Minister of the department concerned, concurred in by the Department of Labour, and approved by Treasury Board.

Although the methods of determination of the rates of pay of prevailing rates employees had become established on a standard basis by the legislation previously described in this article, nevertheless over the years considerable diversity from department to department developed with respect to their conditions of employment. In some departments prevailing rates employees were granted no vacation leave with pay and were paid no overtime; in other departments they were given vacation leave authorized by Orders in Council already passed; in still other departments they were given more generous vacation leave with pay and statutory holidays with pay, sometimes up to the maximum enjoyed by regular civil servants. Many prevailing rates employees were paid overtime rates.

In 1948, a special committee was set up by Treasury Board to study the subject of conditions of employment of prevailing rates employees.

Following consideration of the report and recommendations of

this committee, Order in Council P.C. 4840 of September 20, 1949, was passed establishing the Prevailing Rates Employees General Regulations. These Regulations provided more generous vacations with pay than were previously in effect, granted certain statutory holidays with pay and made provision for special overtime rates beyond forty-eight hours per week. Certain minor revisions to these regulations were effected by Order in Council P.C. 6190 of December 6, 1949.

The procedure involved in the application of prevailing rates legislation at the present time, therefore, is that the rates of pay of prevailing rates employees are first requested by the employing department, recommended by the Department of Labour and approved by Treasury Board; while other working conditions, such as vacations with pay, statutory holidays with pay, and overtime are governed by the Prevailing Rates Employees General Regulations which are administered by the employing department and Treasury Board.

A Note on the Preparation of the Fiftieth Anniversary Issue

The LABOUR GAZETTE has departed in this Anniversary Issue from its customary practice by giving "by-lines" to the authors of the various special articles.

The following additional acknowledgements should be made:—

In addition to his duties as editor of the French edition, Mr. C. A. St-Arnaud, has been largely responsible for planning the lay-out and artwork, including the cover design.

In addition to those members of the editorial staff whose duties included the preparation of particular articles, Miss Kathleen Whitehurst, Mrs. F. H. Glen, Miss D. M. Hurd, Mrs. A. Lyons and Miss M. A. Huot have contributed materially to the compilation of the issue.

The *Winnipeg Free Press*, the *Hamilton Spectator*, the *Windsor Star* and the *Kingston Whig-Standard* have kindly permitted the use of photographs and historical data.

Other photographs are the work of the National Film Board, which also designed the various charts and pictographs.

Finally the LABOUR GAZETTE wishes to acknowledge the ready assistance of Mr. Edmond Cloutier, King's Printer, and his staff in facilitating the publication of this issue.

THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

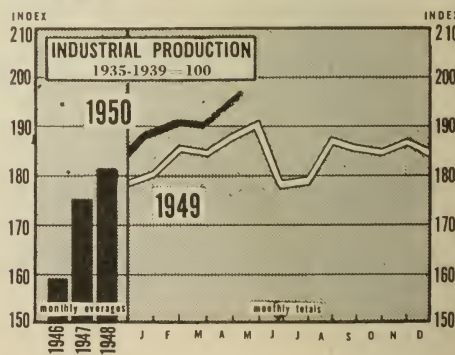
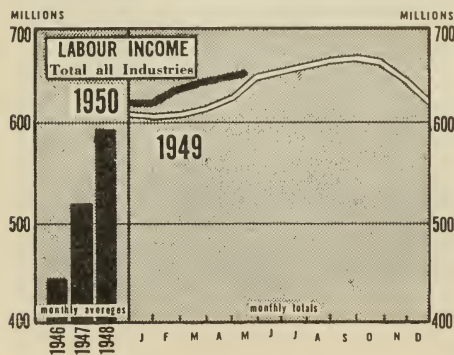
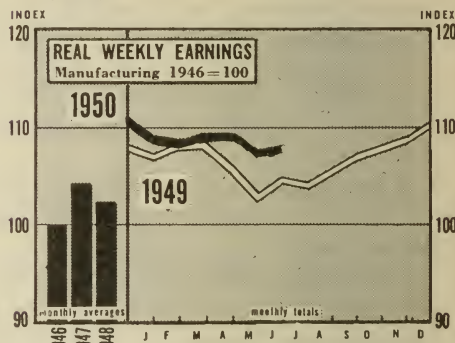
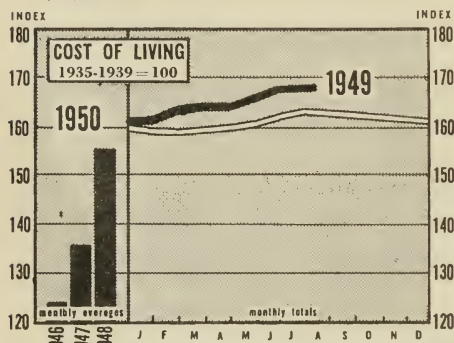
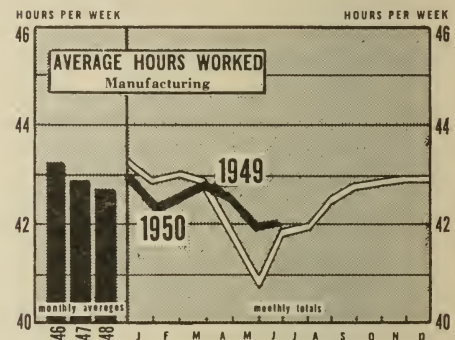
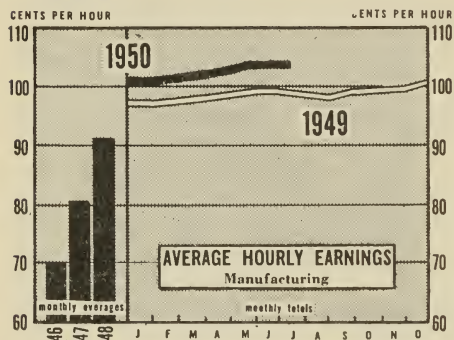
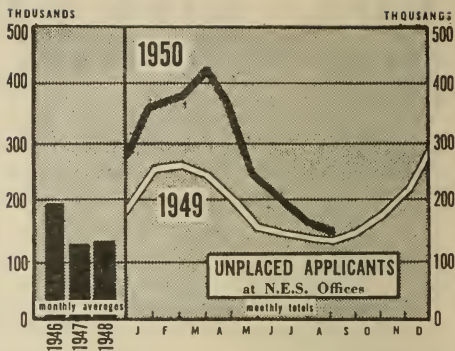
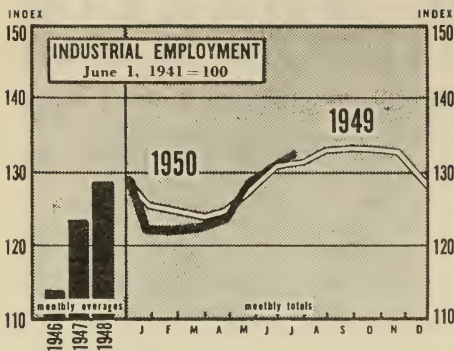
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

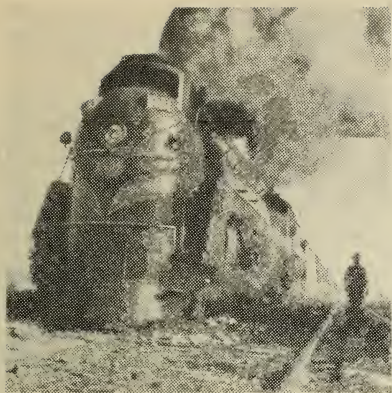
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CURRENT LABOUR CONDITIONS

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WHEN THE railway strike began on August 22, production and employment in Canada were at record levels and a further strengthening of demand was indicated by the rise in prices of a growing number of products. Accelerated defence preparations in both Canada and the United States, added to the sharp increase in American economic activity already under way, were the main factors responsible. While industries such as pulp and paper, lumber and mineral products were most directly affected, the new stimulus was beginning to spread to the service industries and trade as well as plants producing consumer durable goods and producers' goods, particularly steel.

As a result, improvement in the employment situation was much greater than earlier seemed likely. In the spring, there was some apprehension that such developments as the changing nature of the export trade, and increased competition for some industries from overseas suppliers would raise the number of those seeking work throughout the whole of 1950 appreciably above that of 1949. At August 17, on the eve of the railway strike, however, the total number of applications for employment on hand at National Employment Service Offices was 146,500. This was 11,600 below the figure at the beginning of the month and only 6,900 above that at the same date a year ago. Shortages of skilled workers were becoming increasingly apparent, particularly in agriculture and construction. At the time of writing there were some difficulties in obtaining enough workers to harvest the Prairie wheat crop.

The strike of 125,000 railway workers began on August 22 and lasted until late in the evening of August 30. In addition to the workers who were on strike, 47,000 other railway employees were temporarily laid off as well as slightly more than 23,000 workers in industries other than railways. These lay-offs were reflected to some extent in the fact that the total registrations on hand at National Employment Service offices at the first of September had risen only slightly to 151,600, from the total two weeks before.

Of the 23,000 non-railway workers laid off, over 8,000 were employed in coal mines in both eastern and western Canada. Shortages of coal cars made most of these layoffs necessary in the first few days of the strike. The majority of the other layoffs occurred in chemical plants, steel-using firms, and in the food processing industry, particularly flour mills and meat packing plants. Extra effort on the part of the trucking industry brought food supplies to most centres, however, and only in a few isolated areas were food shortages serious. That unemployment resulting from the railroad dispute was not more serious was due in part to the

efforts of employers to keep their staffs intact as long as they possibly could, in order to avoid disruption of their production schedules at a time when demand for their products was heavy.

The expectation of an early end to the strike was also a factor in reducing the number of lay-offs which took place. About two-thirds of the layoffs occurred in the first three days of the strike. The resumption of negotiations on August 26, at the request of the Prime Minister, increased the hopes of an early end to the dispute. In addition to wage increases, the main points in dispute were whether the hotel and water transportation employees were to be included in the same agreement, and the date of introduction of a 40-hour week.

Although negotiations broke down on August 26, the earlier decision to call Parliament on the following Tuesday provided another incentive to hold layoffs as long as possible by means of the shorter work week and the utilization of every available space to store finished products. The determination of all political parties to pass the necessary legislation as quickly as possible and the general union announcement that they would obey the law and return to work, in effect placed a time limit on the duration of the strike. Several important layoffs scheduled for the weekend of August 26 did not take place and those that did occur up until the time that Parliament met were relatively small and scattered.

The Maintenance of Railway Operations Act, which became law on August 30 ordered the resumption of work within 48 hours. The workers, including employees in hotels, and water transportation facilities involved in the dispute, were to receive provisionally a wage increase of 4 cents an hour effective immediately.

The Act applied only to the existing disputes, and did not alter the Industrial Relations and Disputes Investigation Act, or set forth special procedures to be followed in future disputes in public utilities. It provided for a period of 30 days during which the unions and managements were either to reach a settlement or agree on an arbitrator whose decision would be final. Only if they could not agree on an arbitrator within the 30 day period would the government appoint one.

The Act provided that the arbitrator could decide only on the points still in dispute at the time of his appointment. In effect this provision guaranteed the unions the best offer of the railways, which at the end of the strike included a 40-hour week, to become effective on September 1, 1951. This meant that the 40-hour week was a certainty on the railways, subject always to the proviso, agreed to by the unions, that should a national emergency be declared by the government, the men would work their present hours without overtime compensation.

IN BRIEF . . .

Canada's domestic exports to all countries during July rose to \$253,700,000, 5 per cent above the same month last year. Exports to the United States were three fifths higher than a year earlier, and accounted for 66 per cent of total shipments to all countries, compared with 43 per cent a year ago. The trend in exports to the United Kingdom and other Commonwealth countries continued downward. . . . Steel ingot production in Canada during July amounted to 259,024 tons, 11 per cent greater than last year's July output. For the seven months ending July, aggregate output was 5 per cent above that of the corresponding 1949 period. . . . Industrial employment and per capita weekly wages showed further increases at the beginning of July.

CURRENT LABOUR STATISTICS

(Latest available statistics as of September 11, 1950)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Same date previous year
Manpower—				
Total civilian labour force (a).....	June 3	4,933,000		+ 0.1(b)
Persons with jobs (a).....	June 3	4,793,000		- 0.5(b)
Persons without jobs and seeking work (a).....	June 3	140,000		+25.5(b)
Registered for work, N.E.S.				
Atlantic Region.....	Aug. 31	23,395	-15.2	- 1.2
Quebec Region.....	Aug. 31	45,880	-7.3	+10.5
Ontario Region.....	Aug. 31	39,846	+3.7	+14.2
Prairie Region.....	Aug. 31	22,498	+ 5.5	+48.6
Pacific Region.....	Aug. 31	19,982	- 2.2	- 9.7
Total, all regions.....	Aug. 31	151,601	- 3.6	+10.4
Ordinary claims for Unemployment Insurance				
Benefits.....	Aug. 1	92,520	-15.5	+15.8
Amount of benefit payments.....	July	\$4,726,614	-25.9	+40.2
Index of employment (June, 1941=100)				
(Eight leading industries).....	July 1	132.2	+ 2.8	+ 1.2
Immigration.....	June	6,939	-17.0	-42.0(c)
Industrial Relations—				
Strikes and lockouts—days lost.....	Aug.	1,053,000		+64.9(c)
No. of workers involved.....	Aug.	129,787		+150.2(c)
No. of strikes.....	Aug.	19		+18.6(c)
Earnings and Income—				
Average weekly salaries and wages (eight leading industries).....	July 1	\$45.16	+ 1.3	+ 5.1
Average hourly earnings (mfg.).....	July 1	\$1.039	+ 0.4	+ 4.8
Average hours worked per week (mfg.).....	July 1	42.6	+ 1.4	+ 1.9
Average weekly earnings (mfg.).....	July 1	\$44.26	+ 1.8	+ 6.9
Cost of living index (av. 1935-39=100).....	Aug. 1	168.5	+ 0.6	+ 3.5
Real weekly earnings (mfg. Av. 1946=100).....	July 1	108.1	+ 0.6	+ 3.3
Total labour income.....	May	\$659,000,000	+ 2.6	+ 5.9
Industrial Production—				
Total (Av. 1935-39=100).....	June	205.3	+ 4.1	+ 7.8
Manufacturing.....	June	215.2	+ 4.3	+ 7.4
Non-durables.....	June	193.4	+ 2.8	+ 5.9
Durables.....	June	252.7	+ 6.4	+ 9.5
Trade—				
Retail trade.....	June	\$731,700,000	+ 5.3	+17.9
Exports.....	July	\$253,700,000	-12.3	+ 5.1
Imports.....	July	\$259,800,000	- 8.0	+12.5

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs. June 3, 1950 excludes Manitoba.

(b) These percentages calculated on basis of 1949 figures excluding Newfoundland and Manitoba.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

LABOUR DAY MESSAGE OF THE HON. MILTON F. GREGG, MINISTER OF LABOUR

A few weeks ago, the people of Canada were shocked by the news of the deaths of two great friends of the working population of Canada—the former Prime Minister Mackenzie King and Humphrey Mitchell, Minister of Labour.

Just prior to his untimely death Mr. Mitchell prepared what was to become his last message to the labour world, a statement for publication in the Labour Day programs of the labour councils in many cities and towns throughout the nation.

This was his message:—

“Each Labour Day is a milestone, when organized labour looks back over the events of the 12 months which have passed.

“This year, the Department of Labour has reached a milestone of its own, its fiftieth anniversary.

“Canada has made great social and economic strides since 1900, and the accompanying growth of the trade unions has been outstanding. Although this would not have been possible without the imagination, ability and perseverance of the labour leaders of yesterday and today, I believe it will be agreed that the progress of the last fifty years would have been retarded if labour legislation had not kept pace with the times.

“At the turn of the century, trade unions faced bitter antagonism on the part of many employers, and certain sections of the population. Today, labour has a voice of confidence and strength and is a recognized force in the community. With this there has developed a sense of responsibility, a consciousness of the obligations which have come with the position reached.

“In no instance has this been more evident than during the past two years, when responsible Canadian labour organizations accepted the challenge to our free way of life.

“On all labour fronts where Communism has raised its head, it is being fought to a standstill or completely routed by the leaders and members of unions who understand the meaning of real democracy.

“The first half of the twentieth century has seen the cause of the common man advanced beyond the dreams of many early union leaders. We have seen a wider distribution of the fruits of our labours—better living standards and better educational facilities.

“Whatever the second half of the century holds for us, we must be optimists. The motto of labour is advance, and all together we can look ahead with conviction

that whatever problem arises we shall be able to meet it as a united people in the interests of the great country of which we are proud citizens.”

Those were Mr. Mitchell's thoughts just prior to his death a few short weeks ago. I fully endorse the sentiments he expressed so well.

I wish to turn now to a brief exploration of our position in relation to certain events of great consequence on the swiftly-moving world scene.

Following close on the heels of our decision to support the United Nations stand in Korea with ships and planes, has been our action to organize a special brigade of ground forces for service wherever it may be needed to fulfill our obligations under the United Nations Charter and the Atlantic Pact.

When and where this brigade shall eventually deploy in battle order we as yet cannot tell, but it will be used for a most noble cause—namely a guard against aggression. Though peace is our only objective—and no one should ever lose sight of this fact that peace is our only objective—we cannot escape the grave implications inherent in the conditions and circumstances surrounding the Korean incident.

It is this question mark hovering over the Western world which must dominate our course. Our course must naturally be towards preparedness and preparedness, regardless of degree, in this age means sacrifice. Part of our production and our wealth must be diverted into channels which from experience we know will exert unnatural pressures on our economic structure.

The spirit of co-operation which dominated our whole life during World War II so lately past must be renewed—that spirit which saw great leadership and sacrifice on the part of both labour and management in the common good.

We all must squarely face the facts and recognize the dangers to which the present situation now exposes us, so that no internal matter, regardless of its immediate importance, will sap our economic strength or divert our attention from grave international matters of direct concern to us all.

Let us all work hard together for a twofold objective, that we may be strong to help resist aggression and that we may, as well, continue to improve the social well-being of all our Canadian people.

LABOUR DAY MESSAGES OF LABOUR LEADERS

Leaders of Canada's labour organizations in their annual Labour Day messages stressed the threat of Communism to world peace, and the need for democratic institutions at home, to ensure economic and social justice, and provide a strong defence against internal Communist encroachments.

Percy Bengough, President Trades and Labour Congress

Mr. Bengough called for "unqualified determination to see that democracy is made to work for all freedom-loving people wherever they may live in this troubled world."

The TLC president warned against losing sight "of the positive steps which have been taken towards democratic expansion and enduring peace." He pointed to the United Nations Technical Aid program (L.G., March, 1950, p. 312) as one means of fostering peace.

Speaking of the International Confederation of Free Trade Unions, Mr. Bengough described it as "the instrument through which working people in the free countries of the world are determined . . . to . . . lay sound foundations upon which democracy can grow and flourish." However, it was stressed that international organizations can only be as strong as the national organizations which support them.

Mr. Bengough briefly reviewed labour's achievements here in Canada. He pointed out that the TLC membership is close to half a million, and that "many new unions have been chartered. . . ." In addition new agreements have been reached providing higher wages, shorter hours and vacations with pay.

The Congress feels however that "we still have much to do," Mr. Bengough said. He strongly advocated price controls to help stem the rising cost of living, and pointed out that this country needs more social security. The TLC favours a national health scheme and what it termed an "overall social security plan," and a lowered age limit and higher benefits for old age pensions.

Turning to the Communist menace, Mr. Bengough emphasized the necessity of making "democracy work here in Canada," and said: "The Trades and Labour Congress of Canada has always given its unqualified support to the United Nations. It will continue to. We believe that armed aggression wherever it occurs is wrong, and we are fully in accord with

the actions of the United Nations to put down such aggression.

"However, we have had enough experience with Communism and Communists at first hand in our trade unions to be entirely certain that military measures alone are not enough to defeat the well armed bandits now in control of affairs in Soviet Russia and its satellite countries, or to prevent the spread of this reactionary and deceitful ideology among the people of the world.

"We must fight Communism and the Soviet Dictatorship on three main fronts. We must step up our military defence program. We must increase our assistance to people in other countries less fortunate than ours so that they too will be able and anxious to block the progress of Communist plans for world enslavement. And, at the same time, we must do all that we can to make our own democracy grow and flourish at home."

Mr. Bengough, while stressing the importance of preparedness, warned Canadians that to forget "social security and economic democracy at home," would play into the Communists' hands. "We can encourage the spread of democracy and freedom throughout the entire world, if we have confidence in ourselves and our own democratic institutions, if we have the courage to preserve and protect them, if we have the conviction that we are right in doing so and right in urging others to follow our example.

"It was men who had confidence, courage and conviction that built our unions and bought, with their sacrifice, the freedom of the working people of Canada."

A. R. Mosher, President Canadian Congress of Labour

Mr. Mosher, referring to the unsettled international situation, said that the invasion of Korea no longer left "any doubt regarding the menace of Communism to our civilization." While making every effort to live in peace with other nations, "the democratic countries have been far too complacent in permitting the development of Communist groups, as well as the spread of Communist philosophy throughout the world." The Korean situation should put democracy on guard against Communist infiltration both at home and abroad, Mr. Mosher said.

Noting that labour in free countries has always been a target for Communist

attempts at domination, Mr. Mosher said that in "recent years, however, strong opposition has developed against Communist leadership. . . ." This opposition led to the formation, last December, of the International Confederation of Free Trade Unions to replace the Communist controlled World Federation of Trade Unions. "This was one of the notable events of the past year, and it is significant that the four large labour centres on this continent are affiliated with the new Confederation," Mr. Mosher said. Mr. Mosher reaffirmed the CCL opposition to Communism which began with the Congress' formation ten years ago.

Stressing the point that "opposition to Communism is not enough," Mr. Mosher said that "the free countries of the world (must) make their institutions function effectively in promoting the welfare of the people." But it is up to the individual in our society to recognize his responsibility. Communism can only flourish where grievances and disruption are found, and we must "make our democracy fully representative, to provide economic justice for our people. . . ."

Reviewing the CCL position, Mr. Mosher said:—

"We all believe in democratic principles, and in the traditional rights and freedoms upon which our civilization has been founded. Now more than ever we must cherish our liberties and insist that they be respected. As one of the national institutions in its field, the Canadian Congress of Labour is doing everything possible in this regard. During the past year it has laid special emphasis on educational activities, and has brought to thousands of workers an opportunity to add to their knowledge and ability through institutes and study courses. It has also carried on research into a number of Canadian problems, and has provided material for submissions to the Government emphasizing the necessity for price control, old age security, and similar matters. The views and recommendations of the Congress with regard to these questions have not been altered by the necessity of much greater defence expenditures than had been anticipated.

"We are living in an era of tension and anxiety. Our success in meeting our problems will depend upon the efforts of individuals and groups to promote good relationships, and upon their loyalty to sound principles. The Canadian Congress of Labour will gladly co-operate with other Canadian institutions in strengthening the foundations of our democratic society, and building upon them a social order in which justice and security will prevail."

Gérard Picard, President Canadian and Catholic Confederation of Labour

Mr. Picard emphasized the progress made by trade unionism in the past fifty years. He said that the trade union movement "has had to devote the greater part of its activities to . . . building up a good union structure, improving workers' wages and working conditions, calling for adequate legislation, establishing the necessary contacts with management, developing a sense of their responsibilities in its officers and members."

The first Monday in September has obtained recognition as labour's day, and unions "have organized orderly celebrations in most industrial centres, to which the public has given enthusiastic support," Mr. Picard said.

Labour today must see things in a wider scope, and "form an accurate idea" of its role in "an industrial democracy." Stressing the need for co-operation between all economic sectors, Mr. Picard said: "New responsibilities are making their appearance, and more advanced training is required. Trade-unionism must also gain a better understanding of the fundamentals on which the different economic systems are based, so that it may not be influenced by mere propaganda from one side or another. It will profit, too, by becoming familiar with agricultural problems. City workers and farm workers must get together and help one another. Co-operatives will probably be the best liaison agents between these two classes. It would be well to reflect on these few general ideas on the occasion of Labour Day."

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

The non-operating railway labour organizations completed the taking of strike votes during July in connection with the recommendations of Conciliation Boards which dealt with their demands for wage increases, shorter hours of work without reduction in take-home pay, and other concessions, and early in August fixed a deadline for strike action failing a satisfactory settlement.

Introduction

During July the taking of a strike vote was completed among the non-operating employees of the major Canadian railroads represented by a group of fifteen standard railway labour unions with international affiliations. Earlier a similar strike vote had been conducted among other non-operating employees represented by two national labour organizations. Both groups reported that the employees had voted by very large majorities to "withdraw from the service" of the railways if a satisfactory settlement were not secured.

On August 1 and 2 the negotiating committees of the two groups of unions notified the railway managements that, in the absence of a satisfactory agreement being reached, there would be a concerted and peaceful withdrawal from the service on the morning of August 22, 1950.

The dispute involves over 124,000 employees of the Canadian National Railways and Canadian Pacific Railway Company and their subsidiaries, along with the Ontario Northland Railway and the Toronto, Hamilton and Buffalo Railway Company.

Following the announcement of the strike deadline, the parties entered into direct negotiations in the hope of reaching a mutually satisfactory settlement. The railway companies announced that they were prepared to go beyond the recommendations contained in the majority reports of the two Boards of Conciliation and Investigation (L.G., June, 1950, pp. 826 and 850), and to initiate a normal work-week of 44

hours without any reduction in take-home pay. No further information as to the progress of the negotiations was available at the time of writing.

* * *

On July 31 the Department of Labour was informed by the Seafarers' International Union of North America, Canadian District, that the union rejected the report of the Conciliation Board which dealt with the dispute between itself and the three principal coastal shipping companies in British Columbia, namely, Canadian National Steamships, Union Steamships Limited, and the British Columbia Coast Steamship Service of the Canadian Pacific Railway. The Department was advised at the same time that the union intended to conduct a strike vote among the unlicensed employees of the three companies.

* * *

Earlier in July a Departmental Conciliation Officer reported that he had been successful in securing the settlement of a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Canadian Pacific Transport Company affecting employees of the company in Manitoba and Saskatchewan. The sole issue in dispute was a union demand for the granting of eight statutory holidays with pay, and it was reported that a compromise was reached providing for three specified statutory holidays with pay.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during the month of July. During the month the following applications for certification were received:—

1. The Canadian Merchant Service Guild, Inc., on behalf of deck officers employed on vessels owned and operated by Blue Peter Steamships, Limited, St. John's Nfld. (Investigating Officer: J. R. Kinley).

2. The National Association of Marine Engineers of Canada, Inc., on behalf of operating marine engineers employed on vessels owned and operated by Blue Peter Steamships, Limited, St. John's, Nfld. (Investigating Officer: J. R. Kinley).

3. District Council No. 3, National Association of Marine Engineers of Canada, Inc., on behalf of engineer officers employed on vessels owned by Paterson Steamships Limited and operated on the Great Lakes (Investigating Officer: F. J. Ainsborough).

4. The National Union of Operating Engineers of Canada, on behalf of steam and refrigeration engineers employed by the National Harbours Board at Montreal (Investigating Officer: R. Trépanier).

5. The West Coast Seamen's Union (Canada), on behalf of unlicensed personnel employed by Shell Canadian Tankers Limited in the deck, engine room, and steward's departments of the m.v. *Western Shell* (Investigating Officer: D. S. Tysoe).

6. The International Brotherhood of Electrical Workers and the International Association of Machinists, joint applicants, on behalf of electrical workers, artificers, and marine engineers employed by the Canadian National Railways on its train ferries operating between Cape Tormentine, N.B., and Port Borden, P.E.I. (Investigating Officer: H. R. Pettigrove).

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officers Appointed

On July 14 the Minister appointed a Conciliation Officer to deal with a dispute between the Association of Aviation Employees (Federal Labour Union No. 24609), applicant, and the British Overseas Airways Corporation, respondent, affecting ground personnel employed at Gander, Nfld. (Conciliation Officer: H. R. Pettigrove).

Settlement not Effected by Conciliation Officer and Conciliation Board not Appointed

On July 6 the Minister received a report from R. Trépanier, Conciliation Officer (L.G., June, 1950, p. 825), indicating that matters in dispute between the Canadian Seamen's Union and the Canadian Pacific Railway Company (Great Lakes Steamship Service) had not been settled. The Minister informed the parties that a Conciliation Board would not be established to deal further with the dispute.

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of

Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Railway Express Agency, Inc., New York, N.Y., affecting Canadian employees of the Company (L.G., July, 1950, p. 1044), was fully constituted on July 7, 1950, with the appointment of the Hon. Mr. Justice Edouard Tellier, Montreal, as Chairman. Mr. Justice Tellier was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, T. P. Slattery, K.C., and Marcel Franco, both of Montreal, who had previously been appointed on the nominations of the Company and Union respectively.

2. The Board of Conciliation and Investigation appointed to deal with matters in dispute between Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, and the Ottawa Transportation Commission (L.G., Aug., 1950, p. 1172), was fully constituted on July 11, 1950, with the appointment of His Honour Judge A. Cochrane, Brampton, Ontario, as Chairman. Judge Cochrane was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, John J. Connolly, K.C., Ottawa, and C. L. Dubin, Toronto, who had previously been appointed on the nominations of the Company and Union respectively.

Conciliation Board Reports Received

On July 19, 1950, the Minister received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Seafarers' International Union of North America, Canadian District, and

three west coast shipping companies, Canadian National Steamships, Canadian Pacific Railway Company (B.C. Coast Steamship Service), and Union Steamships Limited (L.G., July, 1950, p. 1044). The texts of the majority and minority reports of the Board are reproduced below.

REPORT OF BOARD in dispute between

**Canadian National Steamships, Canadian Pacific Railway Company (B.C. Coast Steamship Service), and Union Steamships Limited, Vancouver, B.C., and
The Seafarers' International Union of North America, Canadian District.**

To:
The Hon. the Minister of Labour,
Ottawa, Ont.

The Conciliation Board appointed by the Minister of Labour on the 5th day of May, 1950, with reference to a dispute between the above-named Employers and their unlicensed personnel of the deck and engine-room departments (and the stewards' department of Union Steamships Ltd.) represented by the Seafarers' International Union of North America, Canadian District, has held sittings on July 3, and with the parties, on July 4, 5, 6 and 7, and since then has sat as a Board on the 12th July for consideration of the matter and settlement of the terms of this report.

The parties were represented as follows:—

Seafarers' International Union of North America

R. (Dick) Deeley.
N. Cunningham.
F. Fisher (named but not present).

The Canadian Pacific Railway Company

Captain J. T. Hamilton, Marine Superintendent, British Columbia Coast Steamship Service.

S. M. Gossage, Assistant Manager, Department of Personnel, Montreal.

H. Tyson, Personnel Supervisor, British Columbia Coast Steamship Service.

Canadian National Steamship Company

G. A. Macmillan, Superintendent, Canadian National Steamship Company.

P. E. Ayrhart, Manager, Labour Relations, Canadian National Railways.

The Union Steamships Limited

R. C. McLean, Assistant Manager, Union Steamships Limited.

Captain E. W. Suffield, Marine Superintendent, Union Steamships Limited.

E. G. Eakins, Personnel Officer, Union Steamships Limited.

On July 19, 1950, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between Canadian National Steamships, Canadian Pacific Railway Company (B.C. Coast Steamship Service), and Union Steamships Limited, Vancouver, B.C., and the Seafarers' International Union of North America, Canadian District (L.G., July, 1950, p. 1044).

The Board was composed of Harold A. Beckwith, Barrister, Victoria, B.C., Chairman; G. E. Housser, K.C., Vancouver, member appointed on the nomination of the employers, and J. Price, of Vancouver, member appointed on the nomination of the employees.

The text of the Board's report and of the minority report is reproduced herewith.

The disputes related to proposals submitted by the Union as bargaining agent, for revision of the following collective agreements:—

Canadian Pacific (Coast Service) signed December 23, 1947, effective September 1, 1947, and revised April 30, 1949, effective January 1, 1949.

Canadian National signed January 22, 1948, effective September 1, 1947, and revised April 28, 1949, effective January 1, 1949.

Union Steamships signed February 14, 1948, effective September 1, 1947, and revised April 30, 1949, effective January 1, 1949.

The Board of Conciliation consisted of—Harold A. Beckwith, Chairman, appointed by the Minister of Labour pursuant to the provisions of Section 28 (5) of the Act.

Jack Price, nominated by the Union.

George E. Housser, K.C., nominated by the Employers.

Mr. Deeley acted as spokesman for the Union and Mr. Gossage for the companies. Each of them presented his case by means of a written statement which he read and on which he made comments as he went along. Both spokesmen assured us that they had come prepared to deal with the issues on the basis of the written statements with their own comment thereon and general discussion thereof, and that neither of them expected to present evidence on oath. I made it clear on behalf of the Board that any of the representatives present would be allowed to take part in the general discussion and that the greatest possible latitude would be given in that connection and that either spokesman would have the privilege of requiring that any statement made by any opposing representative be made on oath and subject to cross-examination, or of addressing questions to any opposing representative informally or by way of cross-examination.

Although the wording is not always identical in the present collective agreements, it is substantially so and each of these agreements has the advantage of having a very complete index which is the same in each of the three agreements as to the classification of subject matter. For this reason the portion of my report which relates to the proposals made by the Union and my comment thereon can best be followed if I follow the numbering in the index and the portion of the Companies' brief which sets out the details of the three sets of proposals. I follow this course because reference is made therein to the article and section number as shown in the index in the case of each agreement, and I shall number them accordingly.

1. That Article 1, Section 2, be revised as follows:—

2. Supplying of Men.

(a) The Company agrees that during the period that this agreement is in effect all unlicensed personnel in the deck and engine-room departments to be hired shall be requested through the offices of the Union.

(b) Should the Union for any reason, at any time be unable to furnish a man or men to fill any vacancy or vacancies, the Company reserves the right to fill said vacancy or vacancies from other sources.

(c) Any unlicensed personnel hired in Canada for the deck or engine-room departments who are not Members of the Union, will be required as a condition of employment, either to join the Union and to continue as members thereof during

their employment or, in the alternative, to tender to the Union one month's dues and assessments as well as initiation fees as presently established and to pay subsequent monthly dues as required of Union Members (and failure to pay arrears of monthly dues, initiation fees or assessments, at pay-off shall be a bar to further employment until such arrears are paid).

This proposal really contains two different proposals although they may be connected in some agreements. The first of these is a provision in connection with the operation of the hiring hall, and the second set out in clause (c) is what is commonly referred to in trade union matters as a form of "union security". I shall deal with these separately because I think it is common ground among the members of the Board that different considerations apply to each of them.

Hiring Hall:

This is referred to by the two clauses (a) and (b) in the proposals. Each of the existing agreements has a hiring hall clause, which in the case of the CPR Coast Service and the Canadian National Steamships is worded as follows:—

(a) The Union, upon request made to them by a representative of the Company, shall furnish capable, competent and satisfactory men to fill a vacancy in any of the designated ratings. Should a man despatched by the Union be considered unsatisfactory then the Company shall so notify the Union, and the latter shall promptly furnish a replacement.

(b) Should the Union for any reason, at any time, be unable to furnish a man or men to fill any vacancy or vacancies, the Company reserves the right to fill said vacancy or vacancies from other sources.

We were informed by Mr. Gossage that supplementing the terms of this clause in the existing agreements a letter which was marked Exhibit 16 had been given under date of December 18, 1947, written on behalf of the company and addressed to the Union, and reading as follows:—

"Canadian Pacific Railway Company
Victoria, B.C.,
December 18, 1947

D. Joyce, Esq.,
Agent,
Seafarers' International Union
of North America,
Ray Building, West Hastings Street,
Vancouver, B.C.

Dear Sir,

For the purpose of Section 2 of Article 1 of Agreement, dated December 18, 1947, covering the services of unlicensed personnel in the Deck and Engine-room

Departments of the British Columbia Coast Steamship Services, Canadian Pacific Railway, the Company will rely on the facilities of the Union for replacement or new hiring of unlicensed deck and engine-room ratings. In cases where the Company rejects individuals that it does not consider satisfactory, the Union shall promptly furnish replacements. Rejection shall not be arbitrary or without due reason. Should the Union be unable to furnish promptly employees that are capable, competent and satisfactory to the Company, the Company shall secure replacements from other sources. The Company will have the co-operation of the Union in the employment of individuals recommended by the Company.

Yours faithfully,
O. J. Williams."

We were told that an identical letter had been given also with reference to Canadian National Steamships, and these letters were intended as a binding expression of policy on the part of each of the companies.

For reasons of their own we were given to understand by Mr. Gossage, the two companies would prefer to cover the situation by similar letters in this connection. I quite realize that this may be so, but I must comment that if up to the present the companies have felt themselves bound by the clauses in the agreement as varied by the letter it would be very much preferable to embody the spirit of the letter in clauses (a) and (b).

In this same connection I should refer to the fact that during the proceedings I pointed out to Mr. Deeley that clauses (a) and (b) as set out in the original proposals omitted the words "capable, competent and satisfactory" and he explained at once that in the course of the earlier part of the conciliation proceedings his attention had been brought to that fact and he had immediately corrected it, as it was not intentional.

I have to recommend as to the hiring hall situation that clauses (a) and (b) as contained in the Coast Service agreement and in the Canadian National Steamships agreement be re-worded as follows:—

(a) The Company agrees that during the period that this agreement is in effect all unlicensed personnel in the deck and engine-room departments to be hired shall be applied for through the offices of the Union. Should a man despatched by the Union pursuant to such application be considered unsatisfactory the Company shall so notify the Union and the latter shall promptly furnish a replacement. Rejection shall not be arbitrary or unreasonable.

(b) Should the Union for any reason at any time be unable to furnish a capable, competent and satisfactory man to fill any vacancy, the Company shall have the right to fill such vacancy from other sources.

With regard to Union Steamships Limited, clause 2 of Article 1 consists of three paragraphs which have the general effect of what I have recommended for the other two companies. I would recommend in this connection that while no amendment appears to me to be required, it might be desirable for the sake of uniformity that the wording in the case of all three companies should be the same, and if so the revision should take the form I have recommended.

Union Security.

The proposal of the Union as quoted above as a proposed clause (c) was thoroughly discussed and appeared to be quite impossible of compromise, as the companies were every bit as adamant in their opposition to it as was the Union in its insistence upon it. After careful consideration I propose, with what I understand is the concurrence of my colleague, Mr. Houser, that this item be held over until the time arrives for renewal or revision of the present agreements.

2. That, effective January 1, 1950, Section 2 of Article 2 be revised as follows:—

2. Weekly Leave.

(a) The employees in the deck and engine-room departments shall be granted weekly leave on the basis of eight (8) days in each month. Such leave shall be allowed in periods of not less than twenty-four (24) consecutive hours clear of the ship in the employees' home port, provided such home port is Victoria, Vancouver or Nanaimo.

(b) When schedules and traffic conditions permit, the employees shall be granted two (2) days off in each week and the balance of weekly leave shall be accumulated and allowed at a later date as mutually agreed.

During the discussion of this item the members of the Board were quite pleased to ascertain that both Mr. Gossage and Mr. Deeley were satisfied that they could between them settle upon a compromise wording, and I recommend that in that connection an attempt be made to clarify the wording and also to remove any inconsistencies as between the privileges enjoyed by the licensed personnel and those enjoyed by the unlicensed personnel. In connection with this recommendation reference may be had to page 154 of the transcript of the proceedings.

3. That, effective January 1, 1950, Section 4 of Article 2 be revised as follows:—
4. *Overtime.*

(a) The regular rate of overtime for employees covered by this agreement shall be one dollar and twenty-five cents (\$1.25) per hour for all time worked in excess of eight (8) hours in any one day or, in the case of deckhands, winchmen, watchmen and stevedores, time worked in excess of eight hours in a spread of twelve (12) hours in any one day.

(b) (c) and (d), same.

The question of increases in the rate of overtime seems in my opinion to be so closely tied in with the question of rates of wages that it should be dealt with as part of that question.

As to the application of the overtime rate, the same remark applies, but I would recommend that in any redraft of this clause care should be taken to avoid any inconsistency as between licensed and unlicensed personnel.

4. That, effective January 1, 1950, Section 8 of Article 2 be revised as follows:—
8. *Statutory Holidays.*

(a) Employees working on New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day, will be given the day off if convenient. If not convenient, and they are called upon to work on any of these days, they shall be allowed equivalent leave with pay, or be paid at the regular rate of overtime in lieu thereof.

(b) Same.

I would recommend that the clause in question be reworded so as to remove any inconsistencies as between licensed and unlicensed personnel.

5. That, effective January 1, 1950, Section 18 of Article 12 be revised as follows:—
18. *Subsistence and Room Allowance.*

(d) When meals are required and not made available by the Company, the employee shall receive an allowance of three dollars (\$3.00) per day in lieu thereof.

The revision proposed would in my opinion be unwise and would result in inequality as between licensed and unlicensed personnel. I cannot recommend this proposed change.

6. That, effective January 1, 1950, Section 23 of Article 2 be revised as follows:—
23. *Crew Equipment.*

(a) 1, 2, 3, 4, 6, and (b). Same.

(a) 5. Suitable mattress and pillow, but hair, straw or excelsior shall not be suitable. All mattress replacements shall be with spring-filled mattresses.

This proposal does not really present any difficulty sufficiently great for long discussion or consideration. I recommend that the proposed change be granted and the wording proposed by the Union be incorporated in the agreements.

The next three proposals should be discussed out of their numerical number slightly. Proposal No. 8 headed "Work at Sea", is as follows:—

8. That, effective January 1, 1950, Section 3, Article 3 be revised as follows:—
3. *Work at Sea.*

(a) Crew members assigned to watch duty when continuous watches are kept at sea wherever possible shall maintain a three watch system of four hours on and eight hours off. Overtime shall be paid for any time worked in excess of eight hours in any one day.

(b) Where it is not possible for the deckhands, winchmen, watchmen and stevedores to maintain a three watch system of four hours on and eight hours off the hours of work shall be eight (8) hours in a spread of twelve hours. Overtime shall be paid for any work in excess of eight (8) hours in any one day or any work in excess of eight (8) hours in a spread of twelve (12) hours.

I feel that this proposal as well as the third proposal relating to overtime should in the same manner as the third proposal be treated as part of the subject matter of proposals 7 and 9, relating to rates of wages. I make the observation however, that the effort be made by the parties in any revision of this eighth proposal to avoid inconsistencies as between licensed and unlicensed personnel.

No. 7 and No. 9 of the proposals both relate to wage increases, and my recommendation, which I believe is concurred in by my colleague, Mr. Housser, is that the question therein involved be held over for consideration in connection with revision of the collective agreements at the conclusion of the current year.

I cannot close this report without referring to the manner in which the discussions were conducted. The members of the board could not escape some knowledge of the tense situation existing with regard to these agreements and their subject matter. This occasionally made itself evident, but only to a slight degree, and I was agreeably impressed with the attitude of both sides, which I felt was conciliatory to a very satisfactory degree. In that connection I would particularly commend the two spokesmen, Mr. Deeley and Mr. Gossage, and in doing so I am not overlooking the various other representatives who attended and at

times took part in the discussion. Knowing that in all probability the three employing companies would each have a representative present, I must confess that I felt that the representatives of the Union might feel themselves embarrassed when faced with so many representatives of their opposition. This feeling was offset at the opening by the announcement that Mr. Gossage would act as spokesman for all three companies.

The other fact that impressed me in that connection was that Mr. Deeley and his assistant, Mr. Cunningham, although quite prepared to enter into a discussion in a thoroughly competent manner, were apparently not overawed by the number of their adversaries. The Board joins me in complimenting these two representatives of the Union, and assuring the employees concerned that they were well represented and that they should be thoroughly satisfied with these two gentlemen as their spokesmen, even though my report will not give the employees as much as they had hoped.

Another compliment should be paid, this time addressed to my two colleagues on the Board. Mr. Price from his long connection with labour matters was of great assistance, not only in the general discussions, but in conference among the members of the Board, and I wish to thank him for that and also for the manner in which he very courteously complied with my request that local arrangements be made in preparation for the sittings. Mr. Housser very early in the proceedings indicated that he was making an absolutely impartial approach to the questions in issue, and from that time throughout the discussions, although he was the nominee of the employers he gave the most praiseworthy demonstration that his approach to all issues was that required by his oath.

(Sgd.) H. A. BECKWITH,
Chairman.

Memorandum of Concurrence

I have perused the report of the Chairman under date of July 17, and concur in his recommendations, with one slight variation. While the wording of the hiring clause set forth in page 4 of the report is along the lines of our discussions, I would prefer to leave it to the parties to frame their own agreement in its entirety. It is possible that the suggested wording may not be entirely acceptable to either party, and that some changes may be necessary to meet the exigencies of the occasion; in other words, while we may be agreed in principle, we should not hamper the parties in their negotiations by committing ourselves to an exact phraseology.

I also wish to join with the Chairman in his expressions of appreciation of the manner in which the parties conducted themselves throughout at our hearings, and particularly to pay tribute to the able manner in which the representatives of the employees presented their case.

Dated at Vancouver, B.C., this 17th day of July, 1950.

(Sgd.) GEORGE E. HOUSSER.

Minority Report

The Conciliation Board composed of Messrs. Harold A. Beckwith of Victoria, B.C., Chairman, George E. Housser, K.C., Vancouver, nominated by the Employing Companies and Jack Price of Vancouver, nominated by the employees' organization. Hearings were held at Court House, Vancouver, commencing on July 4.

The Employing Companies were represented at all hearings, also the Employees' organization.

In giving my reason for dissenting from the report of the other two members of the board; while I am in accord with certain recommendations, I feel that the two main demands of the Employees, namely, Union Security and wage rates, were most important. While the Employees' brief specifies Union Security as the first and main point, the companies' brief deals with the question as eighth and last item. However, I am of the opinion that during the period of the hearings, it was evident that from the position taken by both parties to the dispute that Union Security was the governing factor as far as any effective conciliation was concerned.

The proposed amendment to be known as subsection C of Section 1, "Supply of Men", which reads as follows: "Any unlicensed personnel hired in Canada for deck, engine-room (and stewards department in Union Steamships Ltd. agreement) departments who are not members of the Union shall be required, as a condition of employment, either to join the Union and continue as member thereof during their employment or, in the alternative, to tender to the Union one month's dues as well as the Initiation fees as presently established and to pay subsequent monthly dues as required of Union members (and failure to pay arrears of monthly dues at pay-off shall be a bar to further employment until such arrears are paid). The Union agrees that the Company will have their co-operation in the employment of individuals recommended by the Company."

The aforementioned amendment is identical in effect to its counterpart in the

agreements between the Seafarers' International Union of North America, Canadian District, and the east coast Canadian Shipping Companies, which include the Canadian National Steamships and Canadian Pacific Steamships.

The reason given by the Companies' spokesman for refusing this clause, "that it was a matter of policy", is obviously contrary to their position taken in other agreements between the same parties, especially significant is the fact that these agreements were so satisfactory that they have recently been re-signed for another year, 1950-51.

The frequent stressing by both parties of the exceptionally good relations that exist between the Companies and the Seafarers' International on both coasts hardly justifies the position taken by the Companies when they tell the SAME organization in one locality that the clause is acceptable and in another is unacceptable due to a matter of policy. The situation as it exists at the present time, particularly on the Pacific Coast, merits more favourable consideration of the employees' proposals.

Rates of Pay.

On the matter of the employees' request for an overall increase in pay, the employees'

brief contained comparative wages paid in Local Industry in the lower brackets, which were considerably higher than the rates paid at present by the employing companies, it was admitted by both parties to the dispute that the type of employment under consideration was of a semi-skilled nature. In view of the aforementioned information and the nature of the work performed, I am of the opinion that the wages paid to the employees should be comparable with the wages paid to common labour, if not in excess of same.

In conclusion, I am satisfied that a general revision of the wage schedule should be made by an increase in take-home-pay for all employees concerned.

I wish to point out that every effort was made by every member of the Board to bring about conciliation of matters under dispute and further, I wish to state that the relationship during the whole proceeding was of a most satisfactory nature.

In conclusion, I wish to thank the other members of the Board for their co-operation and definite evidence of the impartial way the hearings were carried on.

Respectfully submitted,

(Sgd.) JACK PRICE,
Member of the
Conciliation Board.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During June

(1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of June the Department of Labour prepared 182 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 119 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Agriculture.	3	\$ 73,024.22
Canadian Commercial Corporation.	8,636	7,472,054.49
Post Office.	10	58,909.82
Public Works.	7	135,896.81
R.C.M.P.	3	10,807.26

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JUNE

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Bedford Basin, N.S.	Repairs to exterior and water-proofing Controlled Mining Building, Royal Canadian Navy Magazine.	Nova Scotia Waterproofers, Halifax, N.S.	\$ 6,540 00	July 4, 1950
Halifax, N.S.	Removal of existing roofing, replacement and repair of decking where required, and the application of roof surfacing on Buildings 1, 2, 3 and 4, Headquarters, Eastern Command, Bell Road.	Northern Roofing and Metal Workers Ltd., Saint John, N.B.	4,010 57	Mar. 13, 1950
Bouchard, P.Q.	Replacement of breeching at the heating plant and power house, No. 34 O.A.D.	Leeds Bridge & Iron Works Ltd., Montreal, P.Q.	5,940 00	June 20, 1950
Montreal, P.Q.	Repairs and alterations to H.M.C.S. "Donnacona".	J. H. Dupuis Ltd., Montreal, P.Q.	119,009 00	July 4, 1950
Montreal, P.Q.	Re-roofing of Black Watch Armoury.	Delphis Cote Ltd., Montreal, P.Q.	13,297 00	June 26, 1950
St. Malo, P.Q.	Demolition and removal of existing steel stack and replacement with radial brick chimney at R.C.E.M.E.	Custodis Canadian Chimney Co., Ltd., Montreal, P.Q.	5,800 00	July 25, 1949
Valcartier, P.Q.	Construction of Building No. 55, at Canadian Armament Research and Development Establishment.	Magloire Cauchon Ltée., Quebec, P.Q.	107,500 00	July 4, 1950
Camp Borden, Ont.	Re-roofing Buildings Nos. E-83, E-84, E-94, E-95, E-96, E-109, E-123, in Areas E-3, and E-4, R.C.A.C. School.	Beavis Bros. Ltd., Toronto, Ont.	4,614 00	April 8, 1950
Kingston, Ont.	Installation of airconditioning in projection room, library, physics laboratory and Administration Building R.M.C.	Air Conditioning Engineering Co. Ltd., Toronto, Ont.	19,567 80	July 4, 1950
Kingston, Ont.	Construction of boathouse building at H.M.C.S. "Catawaqui".	T. A. Andre & Sons Ltd., Kingston, Ont.	15,785 58	Feb. 2, 1950
Trenton, Ont.	Renovation of Building No. 80 (Officers Quarters Annex), R.C.A.F. Station.	H. J. McFarland Construction Co. Ltd., Picton, Ont.	8,993 40	June 9, 1950
Trenton, Ont.	Redecoration of Building No. 21 at R.C.A.F. Station.	National Painting & Decorating Ltd., Toronto, Ont.	4,394 50	April 26, 1950
Trenton, Ont.	Repairs to hangar doors of Buildings 28, 49, 50, 51, 54 and 58, R.C.A.F. Station.	The Fred Elgie Co. Ltd., Belleville, Ont.	11,614 00	July 11, 1950
Rivers, Man.	Laying of inoleum in Buildings 12, 13 and 30, C.J.A.T.C.	Hudson's Bay Co., Winnipeg, Man.	5,467 50	Feb. 27, 1950
Rivers, Man.	Grading, fertilizing and seedling runway areas, C.J.A.T.C.	Veteran's Taxi & Transfer, Brandon, Man.	8,150 00	Mar. 25, 1950
Namoo, Alta.	Construction only of trunk sewer line, R.C.A.F. Station.	Sparling-Davis Co. Ltd., Edmonton, Alta.	89,674 40	Sept. 1, 1949
Wainwright, Alta.	Re-roofing of Buildings Nos. 15, 20, 36, 44, 46, 48, 54 and 56, Wainwright Military Camp.	W. B. McCready Roofing & Supply Co., Edmonton, Alta.	15,386 00	Mar. 9, 1950
Abbotsford, B.C.	Exterior painting of hangars H1, H2, H3, and Buildings 1, 9, 10, 17, 18, 19, 20, 21, 22, 23, 25, 26, 28, 29, 31, 33 and 43 and three small pump houses at R.C.A.F. Station.	Seaboard Advertising Co. Ltd., Vancouver, B.C.	13,414 00	June 30, 1950
Kamloops, B.C.	Drilling of a test well for water supply, No. 15 "X" Depot.	International Water Supply Ltd., London, Ont.	5,000 00	Feb. 26, 1949
Vancouver, B.C.	Renovation of Officers' Mess, Beatty Street Armoury.	Orr & Walach, Vancouver, B.C.	16,600 00	Feb. 17, 1950
Victoria, B.C.	Installation of a hot water heating system in Building No. 31, Other Ranks' Quarters at Work Point Barracks.	Monarch Plumbing & Heating Co., Victoria, B.C.	8,940 00	Jan. 27, 1950
Whitehorse, Y.T.	Construction of diesel power plant.	Northern Construction Co. & J. W. Stewart Ltd., Vancouver, B.C.	358,900 00	July 11, 1950

Central Mortgage and Housing Corporation

Charlottetown, P.E.I.	Moving fill	County Construction Co. Ltd., Charlottetown, P.E.I.	1,305 00	*
Greenwood, N.S.	Grading and graveling roads and driveways	L. G. Rawling, Berwick, N.S.	62,038 00	May 22, 1950
Greenwood, N.S.	Landscaping 100 houses	Rosehall Nurseries Ltd., Brantford, Ont.	20,700 00	*
Fundy Heights, N.B.	Exterior painting of 106 houses	M. H. Downs, Saint John, N.B.	8,356 00	May 29, 1950
Farnham, P.Q.	Construction of house walks and steps of 30 houses	Descurry Construction Ltd., Cowansville, P.Q.	1,080 00	*
Montreal, P.Q.	Laying out projects and intersections	W. E. Lauriault, Montreal, P.Q.	1,035 00	*
Barriefield, Ont.	Construction of 207 houses	E. Reynolds & Son, Peterborough, Ont.	1,328,037 00	May 25, 1950
Camp Borden, Ont.	Construction of 100 units	R. F. Booth Construction Ltd., Niagara Falls, Ont.	645,968 09	May 2, 1950
Camp Borden, Ont.	Construction of 90 houses	R. F. Booth Construction Ltd., Niagara Falls, Ont.	549,451 22	May 18, 1950
Dundas, Ont.	Installation of foundations, division and relocation of double woodsheds of 93 houses	Cooper Wrecking Co. Ltd., Dundas, Ont.	68,816 00	April 12, 1950
Gloicester, Ont.	Installation of electrical distribution system	Hydro Electric Power Commission of Ontario, Ottawa, Ont.	1,200 00	*
Guelph, Ont.	Exterior painting of 125 houses	Norman A. Lock & Son, Hamilton, Ont.	6,666 00	Mar. 9, 1950
Port Arthur, Ont.	Landscaping 55 houses	Wm. Lanke, Port William, Ont.	8,787 20	*
Sarnia, Ont.	Exterior painting of houses, fences and woodsheds	Tripe Contracting Co., Sarnia, Ont.	16,859 00	Mar. 9, 1950
Sarnia, Ont.	Construction of concrete walks and steps	F. A. Stonehouse & Son, Sarnia, Ont.	1,220 00	*
Stamford, Ont.	Cutting and moving fill	E. P. A. Construction Co., London, Ont.	2,160 00	*
Stirling, Ont.	Construction of sewer system	Port Hope Construction Co. Ltd., Toronto, Ont.	7,485 80	May 10, 1950
Stratford, Ont.	Construction of concrete sidewalks	Moses Brothers Contractors, Stratford, Ont.	1,230 95	*
Stratford, Ont.	Landscaping and construction of driveways for 6 houses	Charles D. Hay, Zurich, Ont.	3,200 00	*
Trenton, Ont.	Construction of roads and driveways for 53 houses	H. H. Sutton, Toronto, Ont.	1,934 25	*
Welland, Ont.	Exterior painting of 399 houses	Quinte Sand & Gravel, Frankford, Ont.	7,597 52	June 2, 1950
Windsor, Ont.	Exterior painting of 581 houses, 246 woodsheds and wood fences	Norman A. Lock & Son, Hamilton, Ont.	25,112 50	Mar. 9, 1950
Windsor, Ont.	Landscaping 205 houses	National Painting & Decorating Co. Ltd., Windsor, Ont.	36,287 05	Mar. 9, 1950
Windsor, Ont.	Installation of permanent foundations, division and relocation of double woodshed	Rosehall Nurseries Ltd., Brantford, Ont.	18,564 00	May 16, 1950
Rivers, Man.	Installation of electrical power distribution system, street lighting and fire alarm system	Sterling Construction Co. Ltd., Windsor, Ont.	281,013 00	*
Rivers, Man.	Installation of sewer and water systems	Manitoba Power Commission, Winnipeg, Man.	8,654 94	*
Moose Jaw, Sask.	Disconnection of existing furnaces and complete installation of 30 warm air gravity furnaces	J. S. Quinn Construction Co., Winnipeg, Man.	17,074 66	June 28, 1950
Regina, Sask.	Exterior painting of houses	Richardson & Dracup Ltd., Moose Jaw, Sask.	4,980 00	*
Weyburn, Sask.	Disconnection of existing furnaces and complete installation of 15 warm air gravity furnaces	Bird Construction Co. Ltd., Winnipeg, Man.	8,708 00	Mar. 9, 1950
Weyburn, Sask.	Construction of 27 house walks	Weyburn Sheet Metal, Weyburn, Sask.	2,932 50	*
Calgary, Alta.	Exterior painting of 226 houses	Harry Briggs, Weyburn, Sask.	1,680 00	*
Leduc, Alta.	Installation of sewer and water connections to 25 houses	W. H. McKenzie, Calgary, Alta.	9,133 05	Mar. 9, 1950
Medicine Hat, Alta.	Exterior painting of 127 houses	Town of Leduc, Leduc, Alta.	2,682 85	*
Medicine Hat, Alta.	Construction of concrete walks	J. H. Back, Medicine Hat, Alta.	7,716 00	Mar. 9, 1950
Medicine Hat, Alta.	Installation of covers for vents, insulation and installation of dual spring and chain combination door stops	Bird Construction Co. Ltd., Lethbridge, Alta.	6,884 30	*
Suffield, Alta.	Construction of 6 room school	E. R. Reiman, Lethbridge, Alta.	1,200 00	*
Suffield, Alta.	Construction of sewer, water and gas services	Bird Construction Co. Ltd., Lethbridge, Alta.	149,840 00	May 6, 1950
Esquimaux, B.C.	Grading of streets and driveways, "Naden", D.N.D.	Bird Construction Co. Ltd., Lethbridge, Alta.	43,222 74	May 11, 1950
Esquimaux, B.C.	Grading of streets and driveways, Dookyard, D.N.D.	Copley Brothers, Victoria, B.C.	5,539 80	June 6, 1950
Esquimaux, B.C.	Grading of streets and driveways, Canadian Services College Survey	Copley Brothers, Victoria, B.C.	5,557 90	June 6, 1950
Vancouver, B.C.	Installation of agricultural drain tile	Underhill & Underhill, Vancouver, B.C.	4,395 25	June 6, 1950
Vancouver, B.C.	Installation of street lighting system	Monarch Construction Co. Ltd., Vancouver, B.C.	1,822 09	*
Vancouver, B.C.	Construction of 9 houses	C. H. E. Williams Co. Ltd., Vancouver, B.C.	3,375 00	*
Vernon, B.C.	Construction of concrete sidewalks for 100 houses	Orr & Walach, Vancouver, B.C.	33,300 00	June 2, 1950
Victoria, B.C.	Ploughing, discing and rough spreading of 55 lots	J. Btesse, Kelowna, B.C.	51,550 00	May 13, 1950
Victoria, B.C.	Exterior painting of 90 houses	D. M. Browne, Victoria, B.C.	10,320 00	May 9, 1950
		Frank Clarkson Ltd., Victoria, B.C.	1,870 95	*
			8,250 00	April 26, 1950

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JUNE

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
National Harbours Board				
Halifax Harbour, N.S.	Weatherproofing exterior walls of the Cold Storage Plant.	Gunite & Waterproofing Ltd., Montreal, P.Q.	\$ 8,070 00	May 3, 1950
Department of Public Works				
Gander, Nfld.	Construction of a building to provide accommodation for the Customs Division, Department of National Revenue	Newfoundland Engineering and Construction Co. Ltd., Corner Brook, Nfld.	98,300 00	June 17, 1950
Bay Fortune, P.E.I.	Breakwater repairs.	J. W. McMullin and Son Ltd., Upper Gagetown, N.B.	29,139 00	April 18, 1950
East Port of Hebert, N.S.	Construction of an ice break.	Mosher & Rawling, Liverpool, N.S.	12,297 00	Mar. 28, 1950
Halifax, N.S.	Construction of an addition and alterations to the Fisheries Experimental Station (Atlantic).	Foundation Maritime Ltd., Halifax, N.S.	207,183 00	May 10, 1950
Malagash, N.S.	Wharf extension.	R. A. Douglas, New Glasgow, N.S.	20,077 40	Mar. 29, 1950
New Harbour, N.S.	Construction of a breakwater.	The Atlantic Bridge Company Ltd., Lunenburg, N.S.	13,872 50	April 11, 1950
New Haven, N.S.	Breakwater repairs and improvements.	A. J. Campbell, J. A. Campbell & A. J. McIsaac, Inverness, N.S.	23,332 50	Mar. 21, 1950
Springhill, N.S.	Installation of new wiring and lighting fixtures in the Public Building.	Rayworth Electrical Service, Amherst, N.S.	4,086 50	June 9, 1950
Dalhousie, N.B.	Wharf improvements (erry wharf) and dredging.	Chaleur Construction Co. Ltd., Callican, N.B.	29,391 00	April 21, 1950
St. Martin's, N.B.	Breakwater reconstruction.	Hanson Construction Ltd., Fredericton, N.B.	38,624 90	April 18, 1950
Lake Memphremagog, P.Q.	Wharf reconstruction.	Campbell Bros. & Thompson Ltd., Montreal, P.Q.	25,899 00	Mar. 25, 1950
Montreal, P.Q.	Erection of partitions for accommodation of National Film Board, Montreal Forum.	Edouard Leger, Montreal, P.Q.	7,912 00	May 13, 1950
Trois Pistoles, P.Q.	Wharf reconstruction.	Beaudet & Fils, Quebec, P.Q.	35,929 00	April 5, 1950
Belleville, Ont.	Harbour improvements.	H. J. McFarland Construction Co. Ltd., Picton, Ont.	9,700 00	April 20, 1950
Manitoulin Island, Ont.	Construction of a landing station for Indian Health Services.	William Ferguson and Oliver Bond, Mademoya, Ont.	13,873 00	May 30, 1950
Ottawa, Ont.	Excavation, backfill for foundations and footings required for the Dominion Bureau of Statistics Building.	Foundation Company of Ontario Ltd., Toronto, Ont.	183,428 00	May 17, 1950
Ottawa, Ont.	Erection of structural steel work for the Dominion Bureau of Statistics Building, Tunney's Pasture Development.	Dominion Structural Steel Ltd., Montreal, P.Q.	621,000 00	May 26, 1950
Ottawa, Ont.	Construction and erection of the highway bridge over the Rideau Canal.	E. G. M. Cape and Co., Montreal, P.Q.	712,419 00	Mar. 14, 1950
Ottawa, Ont.	Construction of a mechanical shop and stores building, Booth Street.	Ross Meagher Ltd., Ottawa, Ont.	399,979 00	June 8, 1950
Ottawa, Ont.	Electric switchboard renewals in the Connaught Building.	Bédard-Girard Ltd., Ottawa, Ont.	8,390 00	June 9, 1950
Terrace Bay, Ont.	Construction of a Public Building.	Hill-Clark-Francis Ltd., New Liskard, Ont.	105,593 00	May 20, 1950
Thorax Island, Ont.	Harbour repairs and dredging.	Russell Construction Co. Ltd., Toronto, Ont.	19,844 00	Mar. 28, 1950
Winnipeg, Man.	Improvements to the electrical system in the Immigration Building.	Kummen-Shipman Electric Ltd., Winnipeg, Man.	6,990 00	June 16, 1950
Winnipeg, Man.	Improvements to lighting in the Commercial Building.	McCaine Electric Ltd., Winnipeg, Man.	9,774 00	June 9, 1950
Ganges, B.C.	Harbour repairs and improvements.	Pacific Pike Driving Co. Ltd., Victoria, B.C.	45,645 00	Mar. 17, 1950
New Westminster, B.C.	Construction of floats.	Fraser River Pike Driving Co. Ltd., New Westminster, B.C.	16,639 00	Mar. 25, 1950
Vancouver, B.C.	Alterations in the Macaulay-Nicolls-Maitland Building.	George D. McLean & Associates Ltd., Vancouver, B.C.	21,689 00	June 9, 1950
Vancouver, B.C.	Alterations to Ward S-4 for geriatric patients at Shaughnessy Hospital.	Geo. D. McLean and Associates Ltd., Vancouver, B.C.	28,232 00	June 9, 1950

Department of Public Works (Continued)

Drum Head, N.S.	Dredging	J. P. Porter Co., Ltd., Montreal, P.Q.	10,000 00	*
Botsford, N.B.	Dredging	Denis LeBlanc, Buctouche, N.B.	11,520 00	*
Leger Brook, N.B.	Dredging	Harold N. Price, Moncton, N.B.	13,205 00	*
Richibucto Cape, N.B.	Dredging	Denis LeBlanc, Buctouche, N.B.	9,040 00	*
St. John River (Oromocto Shoal), N.B.	Dredging	Saint John Dredging Co. Ltd., East Saint John, N.B.	11,000 00	*
White Head, N.B.	Dredging	Diamond Construction Co., Ltd., Fredericton, N.B.	44,500 00	*
Leamington, Ont.	Dredging	McNamara Construction Co., Ltd., Toronto, Ont.	91,630 00	*
Midland, Ont.	Dredging	McNamara Construction Co., Ltd., Midland, Ont.	118,560 00	*

Department of Resources and Development

Cape Breton Highlands National Park, N.S.	Reconstruction of sections of the Cabot Trail including necessary bridge construction and also construction of a consolidated crushed gravel base on a portion of this Highway	Fundy Construction (C.B.) Ltd., Halifax, N.S.	1,086,570 00	Mar. 10, 1950
Fundy National Park, N.B.	Completion of grading work on No. 14 Highway within the Park and construction of a bridge at Bennett Lake, construction of a consolidated base on No. 14 Highway within the Park and a section of the Pointe Wolfe Road, and reconstruction of sections of the Pointe Wolfe Road, and the Herring Cove Road.	Caldwell Construction Co., Ltd., Fredericton, N.B.	490,000 00	Mar. 10, 1950
Jasper National Park, Alta.	Reconstruction and preparation for hardsurfacing of sections of the Banff-Jasper Highway, etc.	Western Construction & Lumber Co., Ltd., Edmonton, Alta.	1,345,500 00	Mar. 20, 1950
Kootenay National Park, B.C.	Reconstruction and preparation for hardsurfacing of sections of the Banff-Windermere Highway in Kootenay National Park, etc.	Standard Gravel & Surfacing of Canada, Ltd., Calgary, Alta.	1,016,500 00	Mar. 4, 1950

Department of Transport

St. John's, Nfld.	Construction of instrument landing facilities, Torbay Airport.	Henry J. Thomas & Son, St. John's, Nfld.	16,733 00	Feb. 21, 1950
St. John's, Nfld.	Construction of service roads at Torbay Airport.	Concrete Products (Nfld.) Ltd., St. John's, Nfld.	19,965 00	Feb. 6, 1950
Fredricton, N.B.	Additional development of Fredericton Airport.	Diamond Construction Co. Ltd., Fredericton, N.B.	262,539 50	Mar. 15, 1950
Malton, Ont.	Additional development, Toronto Airport.	Armstrong Brothers Construction, Brampton, Ont.	766,892 75	April 27, 1950
Point Pelee, Ont.	Rip-rap stone around cribwork pier at South East Shoal.	McQueen Marine Ltd., Amherstburg, Ont.	60,000 00	Mar. 18, 1950
Winnipeg, Man.	Repairs to roof trusses of Hangars H.3 and H.4 at Airport.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	17,000 00	April 20, 1950
Lethbridge, Alta.	Installation of additional drainage at Airport.	General Construction Co. (Alta.) Ltd., Lethbridge, Alta.	25,015 00	April 15, 1950
Quesnel, B.C.	Additional drainage installation at Airport.	Premier Construction Co. Ltd., Vancouver, B.C.	27,557 00	April 15, 1950

* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Amendments to the Labour Relations Act and the Workmen's Compensation Act were the more important features of labour legislation passed at the 1950 session of the Manitoba Legislature.

Labour Legislation in Manitoba in 1950

The 1950 session of the Manitoba Legislature opened on February 14 and prorogued on April 22. Among the measures passed was one amending the Labour Relations Act to change the section which determines the effect on certification and a collective agreement when an employer's business changes hands. The definition of industrial disease under the Workmen's Compensation Act was broadened to cover any disease peculiar to, or characteristic of, an industrial process. This amendment will come into force on Proclamation. Minor amendments were also made to the Fair Wage Act, the Factories Act, the Vacations with Pay Act, and the School Attendance Act. Under the latter Act the school-leaving age which may be fixed by school districts with an attendance officer has been raised from 15 to 16 years. The Employment Services Act provides for the licensing of private employment agencies.

Labour Relations

An amendment to the Labour Relations Act, 1948, changes the section which determines the effect on existing certifications and collective agreements when the ownership of an employer's business passes to another employer or when the businesses of two or more employers are merged. Provision is also made for the termination of a collective agreement when a union is decertified and is not replaced by another bargaining agent.

Before amendment the Act provided that where a trade union was certified as a bargaining agent, and a collective agreement was in force and the ownership of the business passed to another employer, both the certification and the agreement were binding on the new employer. The Act now provides that the certification is binding on the new employer whether or not a collective agreement has been made, and a collective agreement entered into by a certified bargaining agent is binding on the new employer.

Where a merger of two or more businesses takes place, the several certifications remain in force till duly terminated. If two or more collective agreements are in force, they will remain in effect until ter-

minated and will be binding on the certified bargaining agents that are parties to them and on the employer who owns the amalgamated business. If, in the opinion of the Manitoba Labour Board, the two or more collective bargaining units may appropriately become one unit, it may order that the units be merged and may certify a bargaining agent for the new merged unit. All the existing agreements will then be binding on the new certified bargaining agent and on the employer until they are terminated or a new agreement is made, subject to any modifications prescribed by the Board to remove any inconsistencies between the agreements.

It is stipulated in the Act that, when the Board considers that a bargaining agent no longer represents a majority of the employees in the unit for which it was certified, the Board may decertify the bargaining agent. The amendment provides that if a collective agreement is in force when a bargaining agent is decertified, and no other union is certified to replace it, the employer may apply to the Board for an order authorizing him to terminate the agreement, after giving seven days' notice to the decertified union of his application for permission to terminate the agreement.

When the parties to conciliation procedure agree to make the findings of a conciliation board binding, the proceedings before the board may be received as evidence in a court action to enforce the recommendations of the Board. Previously, such evidence could not be used.

Another change would allow the Minister of Labour to refer complaints of alleged violations of the Act to the Labour Relations Board as well as to an Industrial Inquiry Commission or a conciliation officer.

A Bill to amend the Labour Relations Act, introduced by a Private Member, failed to pass second reading. The Bill would have added a provision to the section on unfair labour practices to protect the pension rights of employees if they were involved in a legal strike or lockout. In addition, the Bill would have broadened the coverage of the Act to include members

and employees of Government boards, commissions, corporations, and similar bodies.

Workmen's Compensation

Amendments were made to the Workmen's Compensation Act with respect to the definition of industrial disease, and the definition of a learner under the Act. These two changes, however, have not yet been proclaimed in effect. Other changes deal with medical aid and investment of surplus moneys in the Accident Fund.

The definition of industrial diseases has been broadened to cover any disease peculiar to, or characteristic of, an industrial process within the scope of Part I, as well as any of the diseases specified in the schedule to the Act. In thus providing for the payment of compensation for any disease peculiar to an industrial process, trade or occupation, the Manitoba Act is like the Act of Ontario which was similarly amended in 1947. The section empowering the Workmen's Compensation Board to add by regulation classes of workers who may contract occupational dermatitis is no longer necessary and is therefore repealed, as is the list of such classes of workers formerly enumerated in the schedule.

A "learner" is now brought under the coverage of the Act. This change follows a recent decision of the Manitoba Court of Appeal (L.G., 1950, p. 895) in which the Board was prohibited from awarding compensation to an injured student trainman on the grounds that the injured man was not a "workman" within the meaning of the Act. "Learner" is defined in the Act as "any person who, although not under a contract of service or apprenticeship, becomes subject to the hazards of an industry within the scope of Part I for the purpose of undergoing training or probationary work specified or stipulated by the employer as a preliminary to employment".

At the request of an injured workman, the Board may permit treatment by a registered osteopathic physician or chiropractor, and any treatment so given is under the supervision and control of the Board, as in the case of other medical aid.

Factories

The Factories Act was amended by simplifying the definition of factory and changing the sections requiring notice to be given to the factory inspector by new occupiers of factories.

The Act formerly required an occupier to serve written notice, containing specified information, on the inspector within one month after he began to occupy a factory.

Where a factory was operated for the first time, the owner, proprietor or manager was required to give prior notice of at least 15 days to the inspector, and no operations could be begun in the factory until he received a permit following inspection of the premises.

The same requirements are laid down in the revised Act but now, in addition, 15 days' notice is required before a substantial change is made in the type of operation carried on in a factory or before alterations or additions to a factory building, or to machinery, equipment or motive power are begun. A permit and a certificate of inspection are required before these changes may be made. All notices are now to be sent to the Minister of Labour rather than to the factory inspector.

The definition of "factory" has been made more concise and comprehensive and as a result the schedule which listed the types of factories covered by the Act is repealed as being unnecessary. "Factory" is now defined to mean "a building, structure, or premises of any kind, or land, in or on which three or more persons are employed for remuneration in preparing, processing, producing, manufacturing, repairing, cleaning, altering, or adapting for sale, any material, substance, article or thing, by manual labour or by the use of machinery, or by both such labour and such use of machinery".

Fair Wages

A new section in the Fair Wage Act, 1916, provides that the draft schedule of wages and hours drawn up annually by the Fair Wage Board for public and certain private construction works must be made available to the public so that written representations concerning it may be made to the Minister of Labour before he approves the schedule. The Minister must allow at least 10 days for such representations to be made. Formerly, only the schedule as approved by the Minister was placed before the public.

As now revised, the Act provides that, upon receiving the report of the Board containing its recommendations with respect to the minimum wages which should be paid and the maximum hours which employees should be required to work, the Minister must publish a notice stating that the Board's recommendations may be seen at the office of the Department and that he will receive written submissions regarding them for at least 10 days after the publication of the notice.

If the Minister finally approves the recommendations either as they were made or as amended by him, he must again

publish a notice making provision for public inspection of the recommendations and fixing a date and place for public hearings.

The recommendations of the Board respecting wages and hours of labour are, as before, to be based on such evidence of mutual agreement between employer and employee as the Board deems conclusive, or such wages and hours as the Board considers to be in accordance with prevailing conditions or, by a 1950 amendment, on "such factors as the Minister requires it to consider".

The provision requiring employers to comply with a schedule after it comes into force is amended to state specifically that every employee in respect of whose wages the order applies is entitled to be paid wages at a rate per hour not less than that specified in the order.

A further change stipulates that, unless the Minister directs otherwise, the employer must pay wages in full within five days after the end of the pay period for which the wages are payable. Previously, there was no time limit specified for payment of wages.

Acceptance by an employee of wages at a rate lower than the fixed rate does not protect the employer from prosecution for violation of the Act if the employee within thirty days after receiving his first pay at the lower rate lodges a complaint with the Minister. Previously, the Act stated that an agreement to accept less than the fixed wage was not a defence in an action for the recovery of wages or in a prosecution under Part I of the Act.

Vacations with Pay

An amendment to the Vacations with Pay Act, 1947, requires every employer to notify each of his employees who becomes entitled to a vacation of the date on which the vacation begins. Formerly, the Act stated that the employer should "permit" each of his employees to take a vacation within 10 months after he became entitled to it. This did not mean, according to a court decision, that the employer was required to notify each employee of the vacation date.

The Manitoba Labour Board is now given specific power to direct an employer to pay vacation wages to an employee or to grant him a vacation, or both. Previously, the Board was authorized to make decisions regarding any matter to which the Act applies but was not specifically authorized to make orders to carry out its decisions.

The section of the Act which provides for more favourable alternative vacation arrangements which may be established by

custom, agreement, contract of service or by any other Act was rewritten to ensure that no employee loses benefits to which he is entitled under the Vacations with Pay Act by reason of such custom, agreement, contract of service or other Act.

A Private Member's Bill which failed to pass would have amended the Vacations with Pay Act to give an annual vacation of two weeks with pay to every employee after he has been employed by an employer for two years.

School Attendance

An amendment to the School Attendance Act raises from 15 to 16 years the school-leaving age which may be fixed by by-law by a school board which has an attendance officer. As before, a person reaching the school-leaving age during the school term must attend school until the end of that term. The school-leaving age in other places under the Act is 14 years but children between 14 and 16 years must attend school if not regularly employed in industry, household duties or farm work.

Employment Services

The Employment Services Act was passed to repeal the Employment Bureau Act, 1918, which provided for the establishment of a Government Employment Bureau. Since there are local employment offices throughout the Province forming part of the Federal Government's Employment Service under the Unemployment Insurance Act, a provincial employment bureau is no longer necessary.

The new Act provides that no employment agency in the Province may be operated without a licence from the Minister of Labour. Further, no person, association, or municipal or other corporation, whether operating for reward or not, may, unless he is licensed, send any person or persuade or induce any person to go from any place in the Province to any other place within or outside the Province to seek or obtain employment.

The Act does not apply to an employment office maintained by an employer as part of his business organization for engaging workers for his business, nor to a registered trade-school which is endeavouring to secure employment for its students or graduates.

Upon application, the Minister may issue or refuse to issue a licence for the operation of an employment agency and he may also suspend or cancel a licence previously issued. A licence is valid for one fiscal year.

A provision similar to one in the Employment Bureau Act was re-enacted.

This provision forbids any person, association or corporation operating an employment agency and having knowledge of a legal strike or lockout in an industry from sending any person to take employment in place of an employee who is on strike or locked out without informing the person sent of the existence of the strike or lockout.

The Lieutenant-Governor in Council is empowered to make regulations prescribing application forms for licences, licence forms, the fees to be paid for licences and other matters. Penalties for contravention of the Act are fines of not less than \$10 and not more than \$25, and in default of payment imprisonment for not more than three months.

The section of the Employment Bureau Act which provided for the setting up of an employment office by by-law of one or more municipal corporations has been transferred to the Municipal Act.

Pensioners' Special Assistance Law Repealed

An Act passed at the 1949 session of the Legislature entitled an Act to Provide Special Assistance to Municipalities for Old Age and Blind Pensioners (L.G., 1949, p. 997) was repealed. This Act gave special assistance to municipalities for old age and blind pensioners in addition to the regular payments under the Old Age and Blind Persons' Pensions Act.

Housing

To enable the Provincial Government to act in co-operation with the Government of Canada and with the municipalities of the Province for the purpose of developing more housing accommodation in the Province, a Housing Act was passed similar to those adopted in several other provinces at the 1950 sessions. The Act takes advantage of the 1949 amendments to the National Housing Act (Canada) which provide that under agreements made between the Government of Canada and any of the provinces, the Federal Government will pay 75 per cent and the Province 25 per cent of the cost of approved housing projects.

The new Manitoba law enables the Minister of Labour or other Minister designated by the Lieutenant-Governor in Council to enter into agreements with the Federal Government to undertake joint projects for the acquisition and development of land for housing purposes and for the construction of houses for sale or rent. Further, the Government of Manitoba is empowered to make agreements with any municipality with respect to housing pro-

jects in the municipality, and the municipality is to assume the whole or part of the Province's 25 per cent share of the cost, as required by the agreement. The Lieutenant-Governor in Council may set up corporations with the powers and duties necessary to carry out the terms of an agreement. The Manitoba Housing Act, 1946, which permitted the Government to make agreements with local housing authorities or municipalities is repealed.

Minimum Age for Elevator Operators

An amendment to the Public Buildings Act repealed the section which prohibited any person under 16 years of age from operating a passenger elevator in public buildings anywhere in the Province. This section is unnecessary since the regulations issued under the Elevator and Hoist Act set the minimum age for operation of power-driven elevators at 18 years and require the operators to be licensed by the Department of Labour.

Bills not Passed

In addition to the two Bills noted above which failed to pass, several others did not get beyond first reading.

The maximum weekly hours of work of men would have been reduced from 48 to 40 hours and of women from 44 to 40 hours, unless time and one-half was paid, by a Bill to amend the Hours of Work Act. In addition, the coverage of the Act would have been extended to all work projects done by or on behalf of the Government in any part of the Province.

A Private Member's Bill to Protect Certain Civil Rights, similar to those presented in the past three years, was withdrawn after first reading. The Bill was designed to prevent discrimination on grounds of race, creed, religion, sex, colour and national origin.

A Bill to amend the Manitoba Election Act would, if it had passed, have lowered the minimum age at which a person may vote from 21 to 18 years. Further, Indians or persons of Indian blood receiving an annuity or treaty money from the Crown would be allowed to vote in provincial elections. The Bill would, in addition, have stipulated that an employer must allow every voter in his employ at least two additional hours other than the noon hour for voting and must not deduct any pay or impose any other penalty on the employee by reason of his absence during the hours. At present, the Act provides that workmen must be allowed to absent themselves from their employment from twelve o'clock until two o'clock.

Resolutions

A motion carried in the Legislature on March 9, by a vote of 35 to 15, urged the Government of Manitoba to recommend strongly at the forthcoming Federal-Provincial Conference that the Federal Government should introduce a contributory old age pension plan without a means test, and further, to request that the Federal Government make effective immediately its 1945 proposals to assume full

financial responsibility for old age pensions and to provide for social assistance for other age groups.

By a resolution of March 21, passed by a vote of 30 to 14, reference was made to the Supreme Court decision in the rentals case and the House stated that it was of the opinion that control of rents in Canada should be continued by the experienced rental control agency of the Federal Government in a uniform and equitable manner throughout Canada.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act; published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that the employment offered to the claimant was not suitable within the meaning of the Act.—CU-B 504 (October 7, 1949).

MATERIAL FACTS OF CASE:

The claimant, a single girl, 21 years of age, was employed as a cashier by a departmental store in the City of from March, 1946 to January 5, 1949, on which latter date she was laid off due to a shortage of work. Upon termination of employment her rate of pay was \$16 a week.

On January 7, 1949, she filed an initial application for benefit which was allowed.

On May 13, 1949, the local office notified her of permanent employment with as a salesgirl at \$13 a week, which, according to the submissions, was the prevailing rate of pay in the district for that type of work.

The claimant refused to apply for that employment on the grounds that she had no experience as a salesgirl and that she wanted work as a cashier as she had worked three years as such. The local office reported that the claimant had "registered salesgirl as her usual occupation and cashier as her secondary occupation".

The Insurance Officer disqualified the claimant from the receipt of benefit for a period of six weeks because, in his opinion, she had, without good cause, refused to

apply for a situation in suitable employment within the meaning of Section 40 (1) (a) of the Act.

The claimant appealed to a Court of Referees. The Court after having heard the claimant upheld, in a majority finding, the decision of the Insurance Officer. The majority of the Court felt that, in view of her lengthy period of unemployment, the work offered was suitable in spite of the fact that it was at a salary lower than that which she received in her previous employment.

The dissenting member was of the opinion that it was not suitable as the claimant held "a competency card from her Joint Committee as a clerk on a percentage basis which, by virtue of the Decree relating to the retail trade, entitles her to a minimum weekly salary of \$19".

The claimant appealed to the Umpire.

DECISION:

When the claimant was notified of employment as a sales clerk, she refused to apply for it because she wanted work as a cashier. This reason, after four months of unemployment, was not sufficient to establish good cause within the meaning of the Act.

However, according to the dissenting member of the Court (the employees' representative) "the claimant holds a competency card from her joint committee

as a clerk on a percentage basis which, by virtue of the (provincial) Decree relating to the retail trade (City of), entitles her to a minimum weekly salary of \$19”.

Under the circumstances, I consider that the employment offered to the claimant as a sales clerk at \$13 a week was not suitable within the meaning of the Act and her appeal is allowed.

Held that the claimant had, without good cause, refused to accept a situation in suitable employment.—CU-B 527 (December 21, 1949).

MATERIAL FACTS OF CASE:

The claimant, a married woman, 36 years of age, was employed by a furrier, as a fitter, from September, 1948 to December, 1948 when she was laid off due to a shortage of work. Upon termination of her employment her rate of pay was \$35 a week. She filed a claim for benefit on July 21, 1949, which was allowed.

On September 26, 1949, the local office notified her of an offer of permanent employment, as a finisher with another furrier at a wage of \$25 a week, which according to the submissions was the prevailing rate of pay in the district for the type of work offered. The hours were 8 a day and 49 a week. The claimant refused to accept the employment stating she was ready to work at the same salary she was earning before—\$35 for 44 hours.

Upon the evidence before him, the Insurance Officer disqualified the claimant from the receipt of benefit for a period of six weeks, because, in his opinion, she had, without good cause, refused to apply for a situation in suitable employment within the meaning of Section 40 (1) (a) of the Act.

The claimant appealed to a Court of Referees.

She was present at the hearing of her case and the Court in a majority finding upheld the decision of the Insurance Officer. The dissenting member of the Court was of the opinion that “it was not fair to consider the date of cessation of work as the beginning of the unemployment period but, instead, the period during which she drew benefit”.

The claimant appealed to the Umpire.

DECISION:

It appears from the transcript of the evidence given before the Court of Referees, that the claimant filed a claim for benefit in January 1949, shortly after having lost her employment as a fitter in a furrier's store. She commenced drawing unemployment insurance benefit, but after a few weeks, was disqualified “because she was pregnant”. Subsequent to the birth of her child, she again claimed benefit and on September 26, 1949, was offered employment as a finisher with another furrier at the prevailing rate of pay in the district.

When that offer of employment was made to the claimant on September 26, she had, therefore been unemployed for a considerable length of time. Furthermore, it is interesting to note that she contemplated starting a business on her own account in the near future.

Under the circumstances, I agree with the Court of Referees that Section 40 (3) of the Act must apply in this case and that the claimant has, without good cause, refused to accept a situation in suitable employment.

As to the dissenting member's remarks, I emphasized in a recent decision (CU-B 488) that the number of days benefit paid to a claimant was not the criterion in determining cases under Section 40 of the Act.

The appeal is dismissed.

PRICES AND THE COST OF LIVING

Cost of Living

The Dominion Bureau of Statistics cost-of-living index advanced 1.0 points to 168.5 between July 3 and August 1. The index stood at 162.8 on August 1, 1949, and at 157.5 at August 2, 1948. Foods were again responsible for most of the July increase; the index for this series moving from 214.3 to 216.7. Prices continued upward for practically all meats, while eggs, sugar and coffee also advanced. Fresh vegetables recorded moderate seasonal declines. The clothing index showed a slight advance from 180.7 to 180.9, reflecting increases in footwear and piece goods. This is the first upward movement in clothing prices since October, 1949. Fuel and light advanced 0.7 point to 138.4 in response to higher prices for coal and coke in Ontario and Quebec. Home furnishings and services moved up 2.0 points to 168.9, due mainly to an increase in telephone rates in eastern Canada. Indexes for the two remaining groups continued unchanged—rentals standing at 134.9 and miscellaneous items at 132.5.

From August, 1939 to August 1950, the increase in the cost-of-living index was 67.2 per cent.

Cost of Living in Eight Cities

Further sharp increases in food prices were mainly responsible for advances in the composite cost-of-living indexes for eight regional cities. Higher rentals were recorded in six centres reflecting results of a June survey. Fuel and light remained unchanged except for Montreal and Toronto where advances for anthracite coal moved the indexes to higher levels. Other main groups were generally unchanged to slightly lower.

Composite city index increases between June 1 and July 3 were as follows: Montreal 2.6 to 171.6; Saint John 2.2 to 164.0; Halifax 2.1 to 158.5; Toronto 2.1 to 164.2; Edmonton 2.1 to 163.4; Vancouver 2.0 to 169.0; Winnipeg 1.8 to 161.9 and Saskatoon 1.4 to 166.4. During the same

interval the Dominion index rose 2.1 points to 166.2.

Wholesale Prices, June, 1950

The general wholesale price index rose 3.2 points to 165.0 between May and June, 1950. It was an all-time high for this series, exceeding the previous peak of 164.3 recorded in May, 1920 by 0.7 point. All of the eight component groups shared in the advance. Non-ferrous metals led with an increase of 14.1 points to 158.2, followed by Wood Products which rose 6.3 points to 201.0, Animal Products, 6.1 points to 173.0, and Iron Products, 1.2 points to 182.4. The remaining groups registered fractional increases. Textile Products moved up 0.9 point to 165.4; Vegetable Products and Chemical Products 0.5 point each to 149.0 and 118.0 respectively, and Non-metallic Minerals 0.2 point to 140.3.

Important commodity price increases between May and June included the following: Cheese, new (Toronto), 31.9 per cent, fir dimension, No. 1, 25.9 per cent, pork carcass (Winnipeg) 21.3 per cent, nickel 20.9 per cent, zinc, Grade A electrolytic, 20.4 per cent, lamb carcass 19.0 per cent, zinc oxide 16.6 per cent, rolled oats 15.6 per cent, steel scrap 15.0 per cent, eggs, Grade A large, 12.8 per cent and electrolytic copper 12.4 per cent.

Decreases were recorded by the following: tallow 18.2 per cent, oranges 16.9 per cent, Magnesium sulphate 15.3 per cent, pepper 15.0 per cent, cocoanut oil 11.2 per cent, antimony 7.7 per cent, rosin 6.7 per cent, soya bean oil 5.6 per cent, milk (Vancouver) 5.1 per cent, cast iron scrap 5.0 per cent.

The Canadian farm products wholesale price index rose 2.1 points between May and June to 152.2. Animal Products rose 5.1 points to 196.0 reflecting higher prices for livestock, raw wool, and hides and skins. Field Products edged up 0.2 point to 126.0 when an increase in grain prices outweighed declines in onions, hay, potatoes and tobacco.

STRIKES AND LOCKOUTS*

Canada, July, 1950

Strike idleness increased during the month, the number of strikes and lockouts, the workers involved and the time loss being higher than in June. The number of workers and the time loss were slightly lower than in July, 1949. Work stoppages causing the largest amount of time loss were: knitting factory workers at St. Jérôme, P.Q., aluminum foundry workers at Etobicoke, Ont., can and canning equipment factory workers at Toronto, Ont., and painters and decorators at Toronto. Four work stoppages occurred in the construction industry.

Preliminary figures for July, 1950, show 32 strikes and lockouts in existence, involving 6,379 workers, with a time loss of 50,750 man-working days, as compared with 27 strikes and lockouts in June, 1950, with 2,781 workers involved and a loss of 30,152 days. In July, 1949, there were 20 strikes and lockouts, involving 12,592 workers, and a loss of 58,005 days.

For the first seven months of this year there were 91 strikes and lockouts, with 21,189 workers involved and a loss of 210,322 man-working days. For the similar period last year there were 78 strikes and lockouts, involving 28,615 workers, and a loss of 729,737 days.

Based on the number of non-agricultural wage and salary workers in Canada, the

time lost in July, 1950, was 0.06 per cent of the estimated working time; 0.04 per cent in June, 1950; 0.07 per cent in July, 1949; 0.04 per cent for the first seven months of 1950; and 0.13 per cent for the first seven months of 1949.

Of the 32 strikes and lockouts in existence during July, 1950, one was settled in favour of the workers, four in favour of the employers, five were compromise settlements, and 11 were indefinite in result, work being resumed pending final settlement. At the end of the month 11 work stoppages were reported as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; textile products factory workers at St. Lambert, P.Q., August 29, 1949; and printers at St. John's, Newfoundland, May 22, 1950.

* See Tables G-1 and G-2.

FATAL INDUSTRIAL ACCIDENTS IN CANADA*

Second Quarter of 1950

There were 262¹ industrial fatalities in the second quarter of 1950 according to the latest reports received by the Department of Labour. This marks a decrease of 49 fatalities compared with the previous quarter in which 311 accidents were recorded including 40 in a supplementary list. The accidents recorded are those which involved persons gainfully employed, during the course of or arising out of their employment and included deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are used to supplement these data.

During the quarter under review there were two accidents which resulted in three or more industrial fatalities in each case. On June 10, a trainman and two engineers were killed in a collision between two freight trains near Sioux Lookout, Ontario. Five miners were killed at Cadomin, Alberta, on June 14, when they were trapped 350 feet underground by a cave-in.

Grouped by industries the largest number of fatalities, 54, was recorded in manufacturing. Of these 24 occurred in the iron and steel products group and 10 in saw and planing mills. During the previous quarter 72 fatalities were recorded in manufacturing, including 20 in iron and steel products and 12 in the textiles industry. In the second quarter of 1949 there were 57 industrial fatalities in manufacturing.

There were 41 industrial deaths in mining during the second quarter of 1950, of which

22 occurred in the metalliferous mining group. In the first quarter of 1950 there were 39 industrial fatalities in the mining industry including 20 in metalliferous mining. During the second quarter of 1949, 39 fatalities were recorded in the mining industry.

Of the 36 fatalities noted in transportation during the quarter under review, there were 15 in steam railways and 9 in water transportation. In the previous three-month period 43 fatalities were recorded in transportation including 28 in steam railways and 9 in local and highway transportation.

In agriculture there were 22 accidental deaths during the three-month period as compared with 10 during the first quarter of 1950. The increased activity in agriculture during the spring and summer months is reflected in these figures.

There were 30 fatalities in the logging industry during the second quarter of 1950 as compared with 45 during the previous three months, and 38 in the second quarter 1949.

In the various branches of the construction industry there were 27 accidental deaths as compared with 28 in the first quarter of 1950, and 38 in the second quarter of 1949.

An analysis of the causes of industrial accidents shows that 69 or 26.2 per cent were caused by moving trains, watercraft and other vehicles. During the previous three months, 25.2 per cent of the fatalities recorded were attributable to the same causes. Falls of persons caused 44 deaths and falling objects 29. Industrial diseases, infection and other causes resulted in 51 fatalities while dangerous substances caused 37 deaths.

The largest number of industrial fatalities was recorded in Ontario where there were 111. In British Columbia there were 50 and Quebec 39.

During the quarter under review there were 70 fatalities in April, 103 in May and 89 in June.

* See Tables H-1 and H-2.

¹ The number of industrial fatalities that occurred during the second quarter of 1950 is probably greater than the figure now quoted. Supplementary lists compiled from reports received in subsequent quarters, generally revise upwards the figures for previous periods.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1950		1949	1948	1944	1939
	July	June	June	June	June	June
Labour Force—						
Civilian labour force (1).....000		4,933	5,121	5,030	†	†
Persons with jobs (1).....000		4,793	5,018	4,948	†	†
Male (1).....000		3,750	3,918	3,876	†	†
Female (1).....000		1,043	1,100	1,072	†	†
Paid Workers (1).....000		3,386	3,496	3,364	†	†
Persons without jobs and seeking work (1).....000		140	103	82	†	†
Index of employment, 8 leading industries (2).....	201·9	196·4	194·5	192·3	180·5	113·1
Unemployment in trade unions, end of second quarter.....%			1·8	1·3	0·3	11·6
Immigration.....No.		6,939	11,967	15,323	857	2,266
Adult males.....No.		2,899	5,012	7,382	237	667
Earnings and Hours—						
Total labour income.....\$000,000			645	595	†	†
Per capital weekly earnings, 8 leading industries, \$	45·16	44·59	42·32	40·02	31·80	†
Average hourly earnings, manufacturing.....c	103·9	103·5	99·1	91·4	†	†
Average hours worked per week, manufacturing.....	42·6	42·0	40·8	41·7	†	†
Real weekly earnings, manufacturing (3).....	108·1	107·5	103·0	101·0	†	†
National Employment Service—						
Live applications for employment (1st of month) (6).....	204·6	254·5	154·9	131·0	62·2	107·7
Unfilled vacancies (1st of month) (6).....	39·9	41·5	47·5	60·4	218·1	†
Placements, weekly average.....		18·6	15·5	16·6	†	†
Unemployment Insurance—						
Ordinary live claims.....000	109·4	146·5	95·8	71·0	7·3	†
Balance in fund.....\$000,000	593·3	555·8	544·5	465·4	209·7	†
Price Indexes—						
Wholesale (2).....	166·9	165·0	156·3	152·1	102·5	73·2
Cost of living index (4).....	167·5	165·4	160·5	154·3	119·0	100·5
Residential building materials (4).....	245·2	238·3	228·0	216·5	146·6 (5)	102·3 (5)
Production—						
Industrial production index (4).....	203·3	205·3	190·4	180·3	200·7	108·3
Mining production index (4).....		147·6	132·1	123·7	101·6	124·6
Manufacturing index (4).....	213·5	215·2	200·4	190·3	222·4	105·4
Electric power.....000,000 k.w.h.	4,193	4,305	4,018	3,718	3,326	2,246
Construction—						
Contracts awarded.....\$000,000		164·7	102·4	133·8	37·3	25·2
Dwelling units, started.....000			10·5	13·4	†	†
Completed.....000			7·3	5·9	†	†
Under construction.....000		58·1	53·5	44·6	†	†
Pig iron.....000 tons	194·0	198·5	194·3	183·8	161·9	52·8
Steel ingots and castings.....000 tons	264·2	276·4	270·5	259·4	240·8	107·9
Inspected slaughtering, cattle.....000		95·4	101·8	94·1	89·4	66·3
Hogs.....000		344·7	277·7	344·7	682·9	220·2
Flour production.....000,000 bbls	1·28	1·65	1·67	1·91	1·87	1·19
Newsprint.....000 tons	439·3	441·0	437·0	352·9	246·9	240·5
Cement producers' shipments.....000,000 bbls		1·8	1·6	1·5	1·0 (7)	0·7 (7)
Automobiles and trucks.....000		41·4	30·1	23·4	14·3	14·5
Gold.....000 fine oz.		368·9	343·3	290·1	240·7	436·5
Copper.....000 tons		20·6	20·3	20·4	23·5	27·3
Lead.....000 tons		14·6	14·2	11·3	9·9	16·4
Nickel.....000 tons		10·6	10·7	10·4	10·2	10·1
Zinc.....000 tons		26·7	27·5	18·8	20·7	18·3
Coal.....000 tons	1,112	1,352	1,327	1,404	1,234	1,091
Crude petroleum.....000 bbls		2,181	1,702	1,039	819	820
Distribution—						
Wholesale sales index, unadjusted (4).....			310·6	290·0	190·0	111·4
Retail sales.....\$000,000		731·7	678·2	635·1	†	†
Imports, excluding gold.....\$000,000	259·8	282·5	250·5	233·0	152·5	63·7
Exports, excluding gold.....\$000,000	253·7	289·2	255·1	233·5	343·2	76·4
Railways—						
Revenue freight, ton miles.....000,000			3,975	4,192	5,457	1,819
Car loadings, revenue freight.....000	332·0	354·0	322·0	342·0	316·0	195·0
Banking and Finance—						
Common stocks, index (4).....	124·3	132·0	99·6	120·3	83·7	88·4
Preferred stocks, index (4).....	154·6	158·2	136·3	148·2	122·2	98·8
Bond yields, Dominion, index (4).....	91·0	90·2	94·4	95·4	97·0	95·7
Cheques cashed, individual accounts.....\$000,000	8,102	10,045	7,216	6,475	5,219	2,831
Bank loans, current, public.....\$000,000			2,085	1,867	1,061	822
Money supply.....\$000,000			4,187	4,030	3,153 (5)	1,370 (5)
Circulating media in hands of public.....\$000,000			1,201	1,134	910	281 (5)
Deposits.....\$000,000			2,986	2,896	2,163 (5)	1,089 (5)

NOTE:—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as at June 3, 1950, June 4, 1949, June 5, 1948. All figures for June 1950 exclude Manitoba. (2) Average 1926=100. (3) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (4) Average 1935-39=100. (5) Year end figures. (6) Newfoundland is included after April 1, 1949. (7) Figures for 1939-1944 are production data rather than shipment.

A—Labour Force

TABLE A-1.—ESTIMATED NON-INSTITUTIONAL MANPOWER

(Estimated in thousands of Persons, 14 years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	June 3, 1950 ⁽¹⁾			March 4, 1950		
	Male	Female	Total	Male	Female	Total
TOTAL CIVILIAN NON-INSTITUTIONAL MANPOWER.....	4,606	4,529	9,135	4,883	4,796	9,679
A. Labour Force.....	3,869	1,064	4,933	4,032	1,076	5,108
1. Persons with jobs.....	3,750	1,043	4,793	3,751	1,045	4,796
(1) Agricultural.....	901	76	977	900	40	940
Paid Workers.....	109	(a)	114	85	(a)	89
Employers.....	47	(a)	49	40	(a)	41
Own Account Workers.....	539	(a)	546	567	(a)	573
Unpaid Workers.....	206	62	268	208	29	237
(2) Non-Agricultural.....	2,849	967	3,816	2,851	1,005	3,856
Paid Workers.....	2,394	878	3,272	2,398	910	3,308
Employers.....	120	(a)	127	128	(a)	134
Own Account Workers.....	316	53	369	300	55	355
Unpaid Workers.....	19	29	48	25	34	59
2. Persons without jobs and seeking work.....	119	21	140	281	31	312
B. Not in the Labour Force.....	737	3,465	4,202	851	3,720	4,571
1. Permanently unable or too old to work.....	156	91	247	166	107	273
2. Keeping House.....	(a)	2,953	2,954	(—)	3,170	3,170
3. Going to school.....	309	301	610	345	321	666
4. Retired or Voluntarily idle....	266	114	380	335	116	451
5. Other.....	(a)	(a)	11	(a)	(a)	11

(a) Fewer than 10,000.

(¹) Excluding Manitoba.

TABLE A-2.—SUMMARY OF NATIONAL ESTIMATES

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Population Class	June 3, 1950 ⁽¹⁾	March 4, 1950	June 4, 1949	June 5, 1948
Civilian Non-Institutional Population.....	9,135	9,679	9,301	9,118
Civilian Labour Force.....	4,933	5,108	5,121	5,030
Persons with Jobs.....	4,793	4,796	5,018	4,948
Agriculture.....	977	940	1,123	1,186
Forestry.....	60	89	57	63
Fishing and trapping.....	50	29	29	25
Mining, Quarrying and Oil Wells.....	74	81	83	73
Manufacturing.....	1,276	1,290	1,315	1,261
Public Utility Operations.....	43	45	46	40
Construction.....	294	229	350	295
Transportation, Storage and Communications.....	351	368	373	370
Trade.....	604	632	646	637
Finance, Insurance and Real Estate.....	136	138	143	136
Service.....	928	955	853	862
Persons without jobs and seeking work.....	140	312	103	82
Not in Labour Force.....	4,202	4,571	4,180	4,088

(¹) Excluding Manitoba.

TABLE A-3.—INDUSTRIAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of Persons, 14 Years of Age and Over)

SOURCE: Labour Force Survey

Industry	June 3, 1950 (1)			March 4, 1950		
	Male	Female	Total	Male	Female	Total
Agriculture.....	901	76	977	900	40	940
Forestry.....	59	(a)	60	88	(a)	89
Fishing and Trapping.....	50	(—)	50	29	(—)	29
Mining, Quarrying and Oil Wells.....	72	(a)	74	80	(a)	81
Manufacturing.....	1,013	263	1,276	1,022	263	1,290
Public Utility Operations.....	38	(a)	43	41	(a)	45
Construction.....	289	(a)	294	225	(a)	229
Transportation and Communications.....	304	47	351	323	45	368
Trade.....	415	189	604	430	202	632
Finance and Real Estate.....	76	60	136	74	64	138
Service.....	533	395	928	539	416	955
Total.....	3,750	1,043	4,793	3,751	1,045	4,796

(a) Fewer than 10,000.

(1) Excluding Manitoba.

TABLE A-4.—REGIONAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of persons, 14 years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Region	June 3, 1950(1)		March 4, 1950	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	98	2.1	79	1.7
Maritime Provinces.....	424	8.8	395	8.2
Quebec.....	1,387	28.9	1,309	27.3
Ontario.....	1,797	37.5	1,706	35.6
Prairie Provinces.....	665	13.9	902	18.8
British Columbia.....	422	8.8	405	8.4
Canada.....	4,793	100.0	4,796	100.0

(1) Excluding Manitoba.

TABLE A-5.—PERCENTAGE DISTRIBUTION OF PERSONS WITH JOBS BY HOURS WORKED PER WEEK

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	June 3, 1950(1)	March 4, 1950	June 3, 1950(1)	March 4, 1950
0.....	0.7	2.3	2.0	3.4
1-14.....	4.0	5.0	1.3	1.9
15-24.....	4.5	8.0	2.6	3.6
25-34.....	3.1	9.6	3.6	4.6
35-44.....	6.6	22.9	47.6	46.8
45-54.....	19.4	26.6	33.2	31.6
55 hours and over.....	61.7	25.6	9.7	8.1
Total.....	100.0	100.0	100.0	100.0

(1) Excluding Manitoba.

TABLE A-6.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING WORK

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	June 3, 1950 ⁽¹⁾		March 4, 1950	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	17	12.1	22	7.0
Maritime Provinces.....	23	16.4	42	13.5
Quebec.....	51	36.4	102	32.7
Ontario.....	32	22.9	73	23.4
Prairie Provinces.....	(a)	3.6	43	13.8
British Columbia.....	12	8.6	30	9.6
Canada.....	140	100.0	312	100.0

(a) Fewer than 10,000.

(1) Excluding Manitoba.

TABLE A-7.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—Total.....	27,281	24,787	12,059	64,127
1948—January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	13,523
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
Total.....	39,044	32,957	23,216	95,217
1950—January.....	1,234	1,414	1,062	3,710
February.....	1,906	1,676	1,377	4,959
March.....	2,284	1,862	1,655	5,801
April.....	2,922	2,331	2,262	7,515
May.....	3,655	2,611	2,096	8,362
June.....	2,899	2,354	1,686	6,939
Total (6 months 1950).....	14,900	12,248	10,138	37,286
Total (6 months 1949).....	22,612	17,934	12,962	53,508

TABLE A-8.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total	4,558	24,687	61,621	22,552	11,996	125,414
1949—						
January	211	1,542	3,770	1,319	607	7,449
February	183	1,167	3,983	823	492	6,648
March	243	1,475	4,669	2,090	691	9,168
April	202	1,576	4,569	2,071	674	9,092
May	306	1,936	4,653	1,464	825	9,184
June	354	1,907	6,088	2,636	982	11,967
July	318	2,104	5,457	1,890	847	10,616
August	212	1,657	3,846	1,436	700	7,851
September	145	1,083	1,937	625	384	4,174
October	259	1,479	3,654	1,501	659	7,552
November	242	1,231	3,336	915	628	6,352
December	102	848	2,645	1,134	435	5,164
Total	2,777	18,005	48,607	17,904	7,924	95,217
1950—						
January	115	641	1,988	703	263	3,710
February	127	874	2,694	779	485	4,959
March	145	1,103	3,049	1,063	441	5,801
April	257	1,033	3,838	1,811	576	7,515
May	261	1,658	4,209	1,652	582	8,362
June	212	1,027	3,672	1,477	551	6,939
Total (6 months 1950)	1,117	6,336	19,450	7,485	2,898	37,286
Total (6 months 1949)	1,499	9,603	27,732	10,403	4,271	53,508

TABLE A-9.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total	18,370	10,416	14,031	4,345	5,824	52,986
1949—						
January	1,137	427	801	243	276	2,884
February	1,386	414	589	231	177	2,797
March	1,818	544	845	278	205	3,690
April	2,055	650	891	285	361	4,242
May	2,164	538	777	268	240	3,987
June	2,535	889	1,020	285	283	5,012
July	2,063	700	803	288	601	4,455
August	1,405	496	586	236	334	3,057
September	440	189	393	203	481	1,706
October	1,173	423	641	241	353	2,831
November	926	440	593	260	211	2,430
December	1,016	228	397	180	132	1,953
Total	18,118	5,938	8,336	2,998	3,654	39,044
1950—						
January	483	152	278	180	141	1,234
February	970	252	386	160	138	1,906
March	1,162	278	492	181	171	2,284
April	1,773	239	522	216	172	2,922
May	2,224	407	586	266	172	3,655
June	1,400	568	494	238	199	2,899
Total (6 months 1950)	8,012	1,896	2,758	1,241	993	14,900
Total (6 months 1949)	11,095	3,462	4,923	1,590	1,542	22,612

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1948—Average.....	52	202	40	154	126	20	593
1948—April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642
1950—January.....	43	213	37	166	140	22	620
February.....	43	216	37	166	141	21	625
March.....	41	218	39	168	145	22	633
April.....	41	219	41	171	148	22	642
May.....	45	221	48	175	148	22	659

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

SOURCE: The Employment Situation, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At June 1, 20,000 employers in eight leading industries reported a total employment of 2,054,957 and total payrolls of \$91,677,804.

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.					
				Employment			Payrolls		
	June 1 1950	May 1 1950	June 1 1949	June 1 1950	May 1 1950	June 1 1949	June 1 1950	May 1 1950	June 1 1949
	\$	\$	\$						
(a) PROVINCES									
Maritime Provinces	38.27	39.66	37.14	114.2	104.5	110.9	199.3	188.8	188.0
Prince Edward Island.....	36.17	36.39	34.83	156.2	140.9	141.2	257.9	234.0	226.3
Nova Scotia.....	38.82	40.77	37.13	106.8	98.0	105.1	133.0	174.2	172.1
New Brunswick.....	37.65	38.37	37.30	124.3	115.2	119.1	224.4	211.9	213.5
Quebec	42.54	42.89	40.29	122.3	117.9	123.7	217.0	210.9	208.0
Ontario	46.37	46.58	43.67	128.3	124.6	125.5	219.9	214.5	202.2
Prairie Provinces	44.40	44.50	42.63	139.0	133.1	138.3	233.2	223.7	222.6
Manitoba.....	43.88	43.83	42.34	129.2	127.0	131.3	214.0	210.3	200.9
Saskatchewan.....	43.39	43.03	41.39	129.6	117.3	129.6	216.6	194.5	207.0
Alberta.....	45.51	46.01	43.63	158.7	151.2	153.4	269.8	259.9	249.7
British Columbia	47.60	48.16	45.67	150.5	144.8	151.7	251.9	245.3	243.1
CANADA	44.61	44.99	42.32	128.4	123.6	127.4	222.2	215.7	209.0
(b) CITIES									
Montreal	42.96	43.46	40.91	133.7	133.0	134.0	223.9	225.4	213.9
Quebec	37.19	37.03	34.50	117.1	113.4	121.7	211.0	203.3	203.5
Toronto	45.98	46.22	43.18	137.1	136.2	131.4	235.4	235.1	211.5
Ottawa	38.33	38.54	37.01	132.3	131.5	132.4	219.3	219.0	211.6
Hamilton	49.51	48.55	45.98	124.7	122.9	125.7	223.8	216.2	210.3
Windsor	54.24	54.00	47.44	130.2	113.9	121.3	190.2	165.6	154.6
Winnipeg	40.72	40.77	38.90	129.1	130.5	133.5	206.0	208.5	203.7
Vancouver	45.40	46.06	43.37	157.6	154.1	161.9	269.4	267.2	263.4
Halifax	36.78	36.85	35.49	122.7	121.4	122.0	197.5	195.9	188.9
St. John	36.10	37.02	34.98	115.4	117.4	121.7	194.0	202.3	198.5
Sherbrooke	37.38	36.96	34.08	117.4	115.7	117.0	211.9	206.5	192.0
Three Rivers	42.28	41.28	41.17	136.4	130.0	136.4	222.3	206.8	216.4
Brantford	44.11	45.90	43.25						
Kitchener-Waterloo	42.19	42.17	39.33	136.3	135.0	133.9	253.6	251.2	232.4
London	43.34	43.14	40.44	154.9	156.8	151.3	264.0	266.0	238.3
Fort William-Port Arthur	46.20	46.60	44.36	75.2	68.7	78.6	133.3	122.8	131.3
St. Catharines*	52.96	51.71	48.19						
Regina	39.61	40.00	38.03	136.5	130.9	136.9	231.0	223.8	221.3
Saskatoon	38.86	38.47	36.87	155.3	149.3	151.3	275.6	262.3	254.4
Calgary	42.89	43.62	41.84	149.8	146.5	146.1	254.8	253.5	242.1
Edmonton	41.72	42.50	39.76	195.8	185.6	179.5	331.8	320.4	287.9
Victoria	43.63	43.19	41.30	150.4	142.9	154.5	259.3	243.9	252.4
(c) INDUSTRIES									
Manufacturing	46.12	46.33	43.31	121.4	119.5	122.1	215.6	213.4	203.7
Durable Goods ¹	49.06	49.46	46.00	115.7	113.1	117.7	202.1	199.1	192.8
Non-Durable Goods.....	43.07	43.18	40.49	124.6	123.7	124.1	227.9	226.9	213.4
Electric Light and Power.....	51.38	51.49	48.04	167.9	161.7	165.5	274.2	264.7	252.8
Logging	40.74	46.34	40.06	95.6	67.1	111.4	194.2	154.3	221.9
Mining	52.67	54.13	50.06	105.9	103.7	99.2	174.4	175.5	155.4
Communications	42.69	42.39	40.36	211.4	206.4	196.9	325.5	315.5	287.9
Transportation	52.12	52.23	50.83	141.2	138.0	143.1	224.6	220.0	222.1
Construction and Maintenance	42.56	43.19	40.16	132.3	112.9	125.0	244.4	211.6	218.0
Services²	29.48	29.95	27.92	147.9	143.9	147.7	262.9	260.0	248.9
Trade	38.80	38.62	36.96	147.9	147.1	144.3	240.3	237.9	223.5
Eight Leading Industries	44.61	44.99	42.32	128.4	123.6	127.4	222.2	215.7	209.0
Finance	42.68	42.65	41.57	151.8	151.4	144.2	223.2	222.5	206.7
Nine Leading Industries	44.53	44.88	42.29	129.3	124.7	128.0	222.3	216.0	208.9

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4, with the exception of electric light and power.

(2) Mainly hotels and restaurants and laundries and dry-cleaning plants.

* Includes, Welland Thorold and Merrittton.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base:—June 1, 1941=100) (The latest figures are subject to revision) SOURCE: *The Employment Situation* D.B.S

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employ- ment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employ- ment	Aggregate Weekly Payrolls	Average Weekly Earnings	
				\$				\$
June 1, 1941.....	100-0	100-0	100-0	25.25	100-0	100-0	100-0	25.57
June 1, 1946.....	111-3	136-6	125-5	31.68	109-9	134-3	124-5	31.83
June 1, 1947.....	120-8	168-5	142-6	36.00	117-6	165-9	143-3	36.64
June 1, 1948.....	125-9	195-4	158-5	40.02	121-2	189-6	158-9	40.63
Jan. 1, 1949.....	128-4	204-5	162-8	41.10	120-7	196-6	165-4	42.28
Feb. 1, 1949.....	124-8	207-6	170-0	42.92	120-6	205-3	172-7	44.17
Mar. 1, 1949.....	123-7	207-5	171-4	43.27	120-8	206-6	173-6	44.39
April 1, 1949.....	122-9	206-5	171-7	43.35	120-8	207-4	174-2	44.54
May 1, 1949.....	123-8	207-3	171-0	43.19	121-0	207-1	173-8	44.43
June 1, 1949.....	127-4	209-0	167-6	42.32	122-1	203-7	169-4	43.31
July 1, 1949.....	130-6	217-6	170-1	42.96	123-5	209-8	172-4	44.09
Aug. 1, 1949.....	131-3	218-9	170-3	43.01	122-9	208-5	172-2	44.04
Sept. 1, 1949.....	132-4	222-0	171-4	43.27	124-5	212-1	172-9	44.20
Oct. 1, 1949.....	132-4	223-8	172-5	43.55	124-2	214-4	175-4	44.84
Nov. 1, 1949.....	132-3	224-8	173-5	43.80	122-9	213-6	176-4	45.10
Dec. 1, 1949.....	132-2	224-7	173-5	43.81	121-7	212-9	177-5	45.38
Jan. 1, 1950.....	127-0	208-9	167-8	42.38	118-9	199-8	170-6	43.62
Feb. 1, 1950.....	122-6	209-2	174-2	43.99	118-4	207-2	177-7	45.43
Mar. 1, 1950.....	122-2	212-1	177-2	44.74	118-9	210-0	179-3	45.85
April 1, 1950.....	123-1	214-2	177-7	44.88	119-3	212-3	180-7	46.20
May 1, 1950.....	123-6	215-7	178-2	44.99	119-5	213-4	181-2	46.33
June 1, 1950.....	128-4	222-2	176-7	44.61	121-4	215-6	180-4	46.12

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average calendar year 1926=100) (The latest figures are subject to revision) SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
June 1, 1934.....	96-6	98-4	.....	.....	.....	90-9	104-4	89-5	.....	.....	.....	89-1
June 1, 1935.....	97-6	101-6	.....	.....	.....	93-8	101-6	92-2	.....	.....	.....	96-6
June 1, 1936.....	102-0	103-4	.....	.....	.....	99-8	104-7	97-7	.....	.....	.....	102-2
June 1, 1937.....	114-3	122-0	82-0	124-4	121-4	113-6	118-8	99-3	97-4	103-9	99-4	112-2
June 1, 1938.....	111-9	110-9	82-0	122-5	98-6	120-4	112-5	97-0	93-7	100-2	100-1	105-1
June 1, 1939.....	113-1	108-4	94-4	120-6	94-4	121-0	113-6	101-0	95-6	105-1	106-4	106-6
June 1, 1940.....	120-9	117-0	90-7	128-8	104-2	123-0	126-6	107-4	102-9	113-0	110-8	112-0
June 1, 1941.....	152-9	152-4	107-1	167-9	134-9	157-3	161-9	128-3	124-7	127-4	134-5	134-9
June 1, 1942.....	171-7	166-1	107-0	185-2	145-9	182-8	178-5	137-4	133-0	132-0	147-9	161-9
June 1, 1943.....	181-2	175-3	108-3	195-5	153-7	197-8	182-9	138-5	136-2	132-1	146-4	187-6
June 1, 1944.....	180-5	178-2	133-6	197-4	150-4	194-3	182-1	145-2	141-6	138-3	155-3	183-6
June 1, 1945.....	175-3	181-0	121-8	191-9	170-7	184-3	178-9	141-8	137-6	136-5	151-6	175-5
June 1, 1946.....	169-9	172-9	132-2	180-4	165-7	174-8	178-4	153-3	144-3	149-4	169-6	139-3
June 1, 1947.....	184-5	165-8	139-3	165-2	168-2	186-9	191-8	161-9	152-4	157-7	179-1	192-4
June 1, 1948.....	192-3	172-5	153-7	174-6	171-0	194-4	200-0	168-9	157-8	161-0	190-9	202-0
Jan. 1, 1949.....	196-0	177-2	151-8	178-2	177-6	198-2	206-1	173-9	162-4	158-0	201-8	192-4
Feb. 1, 1949.....	190-5	168-2	139-9	172-4	164-7	193-0	202-8	166-7	157-3	146-2	194-4	181-5
Mar. 1, 1949.....	188-9	167-1	139-1	170-3	164-8	190-2	201-8	165-6	156-4	145-9	192-3	179-6
April 1, 1949.....	187-6	167-4	163-0	173-1	160-5	184-8	200-2	166-0	155-4	146-8	194-6	188-8
May 1, 1949.....	189-1	163-3	139-8	170-4	155-2	186-4	200-1	170-5	159-9	153-0	195-0	196-9
June 1, 1949.....	194-5	169-9	151-2	176-4	160-7	194-6	202-4	177-4	163-9	165-1	206-3	204-9
July 1, 1949.....	199-3	187-4	152-8	202-0	176-6	198-0	206-4	181-8	168-0	167-3	212-2	209-1
Aug. 1, 1949.....	200-5	188-9	157-6	203-8	171-7	199-4	205-5	185-6	170-7	169-7	218-6	212-6
Sept. 1, 1949.....	202-1	190-4	165-3	205-7	172-1	199-5	208-3	186-6	171-7	169-9	220-0	215-1
Oct. 1, 1949.....	202-2	192-0	165-9	208-8	172-0	199-5	209-2	185-9	173-6	170-8	214-3	211-9
Nov. 1, 1949.....	202-0	188-6	165-0	206-1	167-5	202-0	208-6	185-2	173-1	171-8	212-3	208-7
Dec. 1, 1949.....	201-8	193-7	171-4	208-0	176-6	201-9	208-7	184-5	172-0	170-8	212-4	203-2
Jan. 1, 1950.....	194-0	172-9	167-7	173-7	172-9	191-4	205-1	178-3	166-5	160-5	207-7	193-2
Feb. 1, 1950.....	187-2	165-5	148-2	168-3	163-1	185-8	201-0	168-9	159-5	145-4	198-4	174-9
Mar. 1, 1950.....	186-6	162-3	141-6	165-3	159-8	183-8	200-3	167-7	157-3	144-8	198-3	181-9
April 1, 1950.....	187-9	163-5	147-9	167-0	160-0	184-8	200-5	168-6	157-3	146-2	200-5	189-8
May 1, 1950.....	188-7	159-2	150-9	162-5	155-4	185-4	201-0	170-8	158-4	149-5	203-3	195-4
June 1, 1950.....	196-0	174-1	167-3	179-3	167-7	192-3	206-9	178-4	161-1	165-1	213-4	203-0
Relative Weight of Employment by Provinces and Economic Areas as at June 1, 1950.....	100-0	6-7	-2	3-8	2-7	28-6	42-9	12-2	5-3	2-3	4-6	9-6

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

Source: *The Employment Situation, D.B.S.*

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.					
				Employment			Payrolls		
	June 1 1950	May 1 1950	June 1 1949	June 1 1950	May 1 1950	June 1 1949	June 1 1950	May 1 1950	June 1 1949
	\$	\$	\$						
Manufacturing	46 12	46 33	43 31	121-4	119-5	122-1	215-6	213-4	203-7
Animal products—edible	45 01	45 87	43 03	136-3	126-1	134-7	242-9	228-9	228-0
Fur and products	41 59	42 82	38 74	137-4	133-9	142-0	213-6	214-2	205-6
Leather and products	31 97	32 65	31 38	99-1	104-7	109-1	168-3	181-8	180-8
Boots and shoes	30 26	31 19	30 26	97-6	105-1	112-1	166-0	184-7	190-9
Lumber and its products	39 51	40 72	38 16	125-4	118-6	122-6	227-8	222-2	216-0
Rough and dressed lumber	40 41	42 17	39 50	123-9	114-0	118-4	234-5	225-1	219-6
Furniture	38 91	39 26	36 94	159-2	158-2	149-9	225-7	226-3	203-8
Other lumber products	36 56	37 30	34 92	103-6	101-5	116-2	204-1	204-2	219-3
Plant products—edible	38 96	39 13	36 62	134-8	130-6	130-4	231-6	225-4	211-4
Pulp and paper products	52 40	52 05	49 55	142-1	139-2	140-8	251-0	241-3	235-2
Pulp and paper	59 47	58 37	56 16	129-1	123-6	131-7	243-2	228-4	234-3
Paper products	42 06	42 79	39 21	168-7	167-7	182-0	293-3	296-6	262-7
Printing and publishing	49 61	49 84	46 92	148-2	147-9	144-2	247-0	247-6	226-8
Rubber products	48 09	47 09	44 40	126-0	124-9	121-8	258-5	250-9	230-8
Textile products	35 28	36 03	32 74	115-2	117-7	115-9	212-2	221-4	198-2
Thread, yarn and cloth	39 11	39 30	35 58	111-7	113-2	111-4	231-3	235-6	209-7
Cotton yarn and cloth	38 12	38 50	34 21	96-1	97-2	93-6	189-8	194-1	165-9
Woolen yarn and cloth	37 09	37 75	34 37	99-5	100-2	105-4	207-4	212-5	202-6
Synthetic silk and silk goods	12 16	41 58	38 30	148-8	150-9	146-8	342-1	342-2	303-3
Hosiery and knit goods	32 53	33 15	29 33	108-5	111-4	113-6	193-1	202-5	183-8
Garments and personal furnishings	31 88	33 43	30 76	128-7	132-6	128-9	211-8	228-9	205-0
Other textile products	38 21	38 37	35 10	93-6	94-5	94-2	177-2	179-5	163-5
Tobacco	42 91	43 01	39 52	108-8	109-5	113-7	260-3	262-8	250-3
Beverages	50 02	49 13	46 57	177-6	170-8	175-9	300-0	283-4	276-4
Chemicals and allied products	49 53	49 67	47 43	100-4	99-7	98-3	182-5	181-7	171-4
Clay, glass and stone products	47 65	47 87	44 53	148-5	143-3	117-0	287-5	278-6	266-3
Electric light and power	51 38	51 49	48 04	167-9	161-7	165-5	274-2	264-7	252-8
Electrical apparatus	49 83	50 25	46 74	175-7	172-5	167-7	327-9	324-6	293-5
Iron and steel products	51 59	51 71	47 80	105-6	103-7	109-7	179-1	176-3	172-3
Crude, rolled and forged products	56 09	54 42	53 27	137-5	131-8	141-3	209-5	194-8	208-2
Machinery (other than vehicles)	49 25	49 37	45 30	108-9	109-5	116-1	185-7	187-2	184-4
Agricultural implements	53 18	51 56	48 42	185-5	189-6	203-0	365-5	362-1	363-7
Land vehicles and aircraft	53 04	53 65	48 87	101-3	96-9	102-5	165-4	159-9	154-3
Automobiles and parts	57 12	57 50	49 79	129-4	115-3	115-0	192-0	172-3	149-0
Steel shipbuilding and repairing	48 74	48 12	41 91	69-2	75-1	79-5	112-4	120-4	119-2
Heating appliances	44 59	44 71	41 75	144-9	145-0	146-1	243-9	244-6	230-7
Iron and steel fabrication (n.e.s.)	51 33	51 87	47 26	96-9	97-7	99-5	210-4	214-3	197-5
Foundry and machine shop products	49 27	51 96	41 12	81-6	83-1	93-5	196-1	210-6	195-0
Other iron and steel products	47 61	48 68	44 75	97-1	96-6	99-1	169-6	172-6	162-1
Non-ferrous metal products	51 05	51 08	48 45	111-6	112-2	117-2	210-7	212-0	210-6
Non-metallic mineral products	56 34	57 01	54 10	124-9	122-5	121-0	240-8	238-9	225-9
Miscellaneous	39 14	39 28	36 80	161-5	161-2	155-4	281-8	282-1	253-1
Logging	40 74	46 34	40 06	95-6	67-1	111-4	194-2	154-8	221-9
Mining	52 67	54 13	50 06	105-9	103-7	99-2	174-4	175-5	155-4
Coal	47 01	50 25	44 07	91-8	94-4	95-0	169-6	186-3	164-5
Metallic ores	56 33	57 25	51 57	95-8	93-5	92-2	148-9	147-7	138-8
Non-metallic minerals (except coal)	50 78	51 47	46 31	180-4	167-1	137-3	337-1	316-9	234-7
Communications	42 69	42 39	40 36	211-4	206-4	196-9	325-5	315-5	287-9
Telegraphs	46 62	45 28	45 23	124-2	121-0	123-2	227-2	215-2	218-7
Telephones	41 70	41 59	39 41	231-2	225-6	216-4	345-2	335-9	305-4
Transportation	52 12	52 23	50 83	111-2	138-0	143-1	224-6	220-0	222-1
Street railways, cartage and storage	47 25	47 55	45 34	158-2	154-9	156-9	256-6	253-0	242-3
Steam railways	58 23	57 81	56 70	131-3	129-9	132-4	211-0	207-4	207-2
Shipping and stevedoring	43 88	44 64	44 75	129-3	120-4	142-5	218-6	207-2	245-6
Construction and Maintenance	42 56	43 19	40 16	132-3	112-9	125-0	244-4	211-6	218-0
Building	45 93	47 14	42 85	173-1	157-8	160-2	278-0	259-9	240-0
Highway	37 04	36 54	35 74	116-6	89-0	109-1	224-0	168-5	202-2
Railway	44 23	43 15	41 48	89-5	78-1	92-3	199-7	170-0	193-1
Services (as indicated below)	29 48	29 95	27 92	117-9	113-9	117-7	262-9	260-0	248-9
Hotels and restaurants	26 93	27 48	26 22	153-8	148-5	152-6	274-2	270-1	262-2
Personal (chiefly laundries)	29 69	30 16	28 39	130-6	128-9	131-3	217-6	218-2	208-4
Trade	38 80	38 62	36 96	147-9	147-1	144-3	240-3	237-9	223-5
Retail	36 27	36 11	34 49	145-1	144-7	141-7	240-0	238-3	223-2
Wholesale	45 19	45 00	43 18	158-7	156-8	154-4	240-8	237-0	224-2
Eight Leading Industries	44 61	44 99	42 32	128-4	123-6	127-4	222-2	215-7	209-0
Finance	42 68	42 63	41 57	151-8	151-4	144-2	223-2	222-5	206-7
Banks and trust companies	38 05	38 09	37 08	161-1	160-7	154-9	235-0	234-8	220-5
Brokerage and stock market operations	55 39	54 05	50 44	161-6	157-7	152-4	259-3	247-1	223-4
Insurance	48 01	48 03	47 29	139-0	138-8	129-8	207-8	207-6	191-2
Nine Leading Industries	44 53	44 88	42 29	129-3	124-7	128-0	222-3	216-0	208-9

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation*, D.B.S.

Industries	June 1, 1950				May 1, 1950		June 1, 1949	
	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	826,362	237,227	77.7	22.3	77.3	22.7	77.6	22.4
Animal products—edible.....	30,370	7,579	80.0	20.0	81.2	18.8	79.8	20.2
Fur and products.....	2,866	1,391	67.3	32.7	67.6	32.4	65.8	34.2
Leather and products.....	17,381	10,905	61.4	38.6	61.0	39.0	61.3	38.7
Boots and shoes.....	10,283	7,460	58.0	42.0	57.2	42.8	57.4	42.6
Lumber and products.....	78,009	6,629	92.2	7.8	91.8	8.2	92.0	8.0
Rough and dressed lumber.....	50,160	2,500	95.3	4.7	94.9	5.1	95.0	5.0
Furniture.....	17,099	2,174	88.7	11.3	88.8	11.2	89.2	10.8
Other lumber products.....	10,750	1,955	84.6	15.4	84.2	15.8	85.5	14.5
Plant products—edible.....	39,840	19,139	67.5	32.5	67.3	32.7	67.0	33.0
Pulp and paper products.....	93,063	22,480	80.5	19.5	80.3	19.7	80.6	19.4
Pulp and paper.....	46,558	2,529	94.8	5.2	94.8	5.2	94.8	5.2
Paper products.....	13,835	7,639	64.4	35.6	64.5	35.5	63.9	36.1
Printing and publishing.....	32,670	12,312	72.6	27.4	72.5	27.5	72.3	27.7
Rubber products.....	16,238	5,174	75.8	24.2	76.4	23.6	76.2	23.8
Textile products.....	75,051	86,721	46.4	53.6	46.0	54.0	45.6	54.4
Thread, yarn and cloth.....	39,056	21,061	65.0	35.0	64.8	35.2	63.8	36.2
Cotton yarn and cloth.....	14,871	8,813	62.8	37.2	62.3	37.7	61.8	38.2
Woolen yarn and cloth.....	8,424	5,821	59.1	40.9	58.9	41.1	58.2	41.8
Synthetic silk and silk goods.....	11,783	4,781	71.1	28.9	71.0	29.0	69.2	30.8
Hosiery and knit goods.....	8,301	14,780	36.0	64.0	35.7	64.3	35.6	64.4
Garments and personal furnishings.....	19,236	43,594	30.6	69.4	30.4	69.6	30.0	70.0
Other textile products.....	8,458	7,286	53.7	46.3	53.2	46.8	54.1	45.9
Tobacco.....	4,066	5,610	42.0	58.0	42.3	57.7	42.0	58.0
Beverages.....	18,319	2,359	88.6	11.4	88.3	11.7	88.0	12.0
Chemicals and allied products.....	33,772	10,373	76.5	23.5	76.4	23.6	76.2	23.8
Clay, glass and stone products.....	20,230	2,353	89.6	10.4	89.3	10.7	88.7	11.3
Electric light and power.....	30,157	4,406	87.3	12.7	87.0	13.0	87.8	12.2
Electrical apparatus.....	40,391	15,497	72.3	27.7	72.4	27.6	71.5	28.5
Iron and steel products.....	260,982	21,922	92.3	7.7	92.1	7.9	92.5	7.5
Crude, rolled and forged products.....	35,770	1,662	95.6	4.4	95.4	4.6	95.5	4.5
Machinery (other than vehicles).....	24,201	3,320	87.9	12.1	88.1	11.9	88.4	11.6
Agricultural implements.....	15,861	917	94.5	5.5	94.6	5.4	94.5	5.5
Land vehicles and aircraft.....	108,350	6,909	94.0	6.0	93.8	6.2	94.4	5.6
Automobiles and parts.....	45,424	5,281	89.6	10.4	88.6	11.4	89.3	10.7
Steel shipbuilding and repairing.....	13,148	507	96.3	3.7	96.5	3.5	96.5	3.5
Heating appliances.....	7,550	503	93.8	6.2	93.6	6.4	93.7	6.3
Iron and steel fabrication (n.e.s.).....	9,972	849	92.2	7.8	92.0	8.0	92.2	7.8
Foundry and machine shop products.....	7,482	370	95.3	4.7	95.3	4.7	95.5	4.5
Other iron and steel products.....	38,648	6,885	84.9	15.1	84.8	15.2	84.6	15.4
Non-ferrous metal products.....	39,592	5,991	86.9	13.1	86.7	13.3	86.6	13.4
Non-metallic mineral products.....	14,328	1,466	90.7	9.3	90.9	9.1	91.5	8.5
Miscellaneous.....	11,707	7,232	61.8	38.2	60.8	39.2	62.6	37.4
Logging	44,694	825	98.2	1.8	97.7	2.3	98.3	1.7
Mining	86,233	1,944	97.8	2.2	97.8	2.2	97.6	2.4
Coal.....	22,909	209	99.1	0.9	99.1	0.9	99.0	1.0
Metallic ores.....	44,872	854	98.1	1.9	98.1	1.9	98.0	2.0
Non-metallic minerals (except coal).....	18,452	881	95.4	4.6	95.1	4.9	94.2	5.8
Communications	26,431	30,590	46.4	53.6	46.5	53.5	47.5	52.5
Telegraphs.....	6,928	1,525	82.0	18.0	81.9	18.1	81.4	18.6
Telephones.....	16,973	28,065	37.7	62.3	37.9	62.1	39.9	60.1
Transportation	171,443	10,924	94.0	6.0	94.0	6.0	94.0	6.0
Street railways, cartage and storage.....	59,048	4,411	93.0	7.0	93.0	7.0	93.2	6.8
Steam railway operation.....	84,677	5,235	94.2	5.8	94.1	5.9	94.1	5.9
Shipping and stevedoring.....	27,718	1,278	95.6	4.4	95.7	4.3	95.5	4.5
Construction and Maintenance	239,635	5,026	97.9	2.1	97.7	2.3	98.1	1.9
Building.....	117,265	3,428	97.2	2.8	97.0	3.0	97.3	2.7
Highway.....	83,798	1,455	98.3	1.7	98.0	2.0	98.3	1.7
Railway.....	38,572	145	99.6	0.4	99.6	0.4	99.7	0.3
Services (as specified below)	38,588	38,711	49.9	50.1	50.1	49.9	48.6	51.4
Hotels and restaurants.....	23,725	22,295	51.6	48.4	51.5	48.5	50.7	49.3
Personal (chiefly laundries).....	7,515	12,439	37.7	62.3	38.4	61.6	38.4	61.6
Trade	186,320	110,004	62.9	37.1	62.8	37.2	61.6	38.4
Retail.....	121,047	91,045	57.1	42.9	57.0	43.0	55.6	44.4
Wholesale.....	65,273	18,959	77.5	22.5	77.5	22.5	76.9	23.1
Eight Leading Industries	1,619,706	135,251	78.8	21.2	78.1	21.9	78.8	21.2
Finance	49,277	41,801	52.4	47.6	52.5	47.5	52.9	47.1
Banks and trust companies.....	26,213	27,027	49.2	50.8	49.3	50.7	49.4	50.6
Brokerage and stock market operations.....	2,471	1,423	63.5	36.5	64.1	35.9	64.8	35.2
Insurance.....	20,593	16,351	55.7	44.3	55.8	44.2	56.8	43.2
All Industries	1,668,983	480,052	77.7	22.3	76.9	23.1	77.7	22.3

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
June 1, 1945.....	44.3	44.7	43.9	70.3	77.5	61.4
June 1, 1946.....	42.0	42.1	41.9	69.1	75.1	63.3
June 1, 1947.....	42.9	43.0	42.7	79.9	86.2	73.4
June 1, 1948.....	41.7	41.6	41.7	91.4	98.4	84.4
*Jan. 1, 1949.....	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949.....	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949.....	43.0	43.2	42.7	97.6	105.3	89.6
April 1, 1949.....	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949.....	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949.....	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949.....	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949.....	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949.....	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949.....	42.7	43.0	42.5	99.3	107.8	91.0
Nov. 1, 1949.....	42.8	42.8	42.9	99.5	108.0	91.4
Dec. 1, 1949.....	42.9	43.0	42.9	100.0	108.7	91.5
*Jan. 1, 1950.....	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950.....	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950.....	42.5	42.6	42.5	101.4	109.8	93.1
April 1, 1950.....	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950.....	42.6	42.9	42.4	102.5	110.6	94.3
June 1, 1950.....	41.9	42.2	41.6	103.5	111.5	95.5

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding	All Manufactures ¹		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
June 1, 1945.....	32.81	31.14	35.76	34.64	29.48	26.95
June 1, 1946.....	31.67	29.02	33.79	31.62	29.80	26.52
June 1, 1947.....	36.52	34.28	38.91	37.07	34.32	31.11
June 1, 1948.....	40.49	38.11	43.03	40.93	38.12	35.19
*Jan. 1, 1949.....	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949.....	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949.....	44.27	41.97	47.43	45.49	41.30	38.26
April 1, 1949.....	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949.....	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949.....	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949.....	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949.....	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949.....	44.05	41.72	47.35	45.31	41.12	38.15
Oct. 1, 1949.....	44.72	42.40	48.20	46.35	41.63	38.68
Nov. 1, 1949.....	44.95	42.59	48.15	46.22	42.09	39.21
Dec. 1, 1949.....	45.23	42.90	48.62	46.74	42.21	39.25
*Jan. 1, 1950.....	43.42	40.34	46.61	44.05	40.52	36.79
Feb. 1, 1950.....	45.25	42.68	48.33	46.21	42.49	39.26
Mar. 1, 1950.....	45.68	43.10	48.94	46.77	42.74	39.57
April 1, 1950.....	46.04	43.53	49.34	47.30	43.06	39.87
May 1, 1950.....	46.16	43.67	49.46	47.45	43.18	39.98
June 1, 1950.....	45.94	43.37	49.06	47.05	43.07	39.73

¹See footnote to Table C-6.

²Exclusive of electric light and power.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	June 1, 1950	May 1, 1950	June 1, 1949	June 1, 1950	May 1, 1950	June 1, 1949
Nova Scotia.....	43.2	44.0	43.3	95.0	92.3	92.6
New Brunswick.....	43.8	44.5	43.1	89.9	90.9	88.1
Quebec.....	43.3	43.9	41.8	92.7	91.9	90.1
Ontario.....	41.6	42.2	40.3	109.6	108.2	103.7
Manitoba.....	41.8	42.5	41.2	99.7	98.6	96.5
Saskatchewan.....	43.5	43.6	43.3	103.6	104.1	100.9
Alberta.....	42.2	42.5	41.4	104.2	103.8	100.6
British Columbia.....	37.5	38.8	37.4	122.3	122.2	118.5
Montreal.....	41.6	42.5	40.4	97.5	97.0	94.8
Toronto.....	40.3	41.2	39.2	107.5	107.1	102.7
Hamilton.....	41.6	41.1	40.6	122.0	119.6	112.5
Winnipeg.....	41.3	42.0	40.7	99.1	97.9	95.4
Vancouver.....	36.7	38.1	36.7	120.5	120.6	116.9

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	June 1 1950	May 1 1950	June 1 1949	June 1 1950	May 1 1950	June 1 1949	June 1 1950	May 1 1950	June 1 1949
	No.	No.	No.	cts.	cts.	cts.	\$	\$	\$
Manufacturing	41.9	42.6	40.8	103.5	102.5	99.1	43.37	43.67	40.43
*Durable manufactured goods.....	42.2	42.9	41.1	111.5	110.6	106.5	47.05	47.45	43.77
Non-durable manufactured goods.....	41.6	42.4	40.5	95.5	94.3	91.5	39.73	39.98	37.06
Animal products—edible.....	43.3	43.0	43.7	100.3	101.1	94.2	43.43	43.47	41.17
Dairy products.....	46.2	46.9	46.8	76.8	78.1	74.2	35.48	36.63	34.73
Meat products.....	43.9	43.2	43.6	110.5	110.8	104.8	48.51	47.87	45.69
Leather products.....	36.6	38.6	38.1	78.7	77.7	75.2	28.80	29.99	28.65
Leather boots and shoes.....	34.9	37.3	38.1	76.3	75.4	72.5	26.63	28.12	27.62
*Lumber products.....	40.6	41.8	40.0	92.7	93.6	90.2	37.64	39.12	36.08
Rough and dressed lumber.....	40.0	41.3	40.0	97.2	99.2	94.4	38.88	40.97	37.76
Containers.....	43.4	43.7	40.7	78.7	79.5	79.7	34.16	34.74	32.44
Furniture.....	41.2	41.9	39.9	88.2	87.8	86.4	36.34	36.79	34.47
*Musical instruments.....	43.5	42.6	42.6	87.4	87.7	83.1	38.02	37.36	35.40
Plant products—edible.....	42.5	43.2	40.8	80.5	79.9	77.8	34.21	34.52	31.74
Flour and other milled products.....	44.2	45.9	42.5	97.4	97.2	94.5	43.05	44.61	40.16
Fruit and vegetable preserving.....	37.4	40.2	36.0	77.5	78.7	74.8	28.99	31.64	26.93
Bread and bakery products.....	45.3	44.3	44.4	80.9	80.2	77.7	36.65	35.53	31.50
Chocolate and cocoa products.....	40.9	42.8	38.8	70.4	68.1	67.7	28.79	29.15	26.27
Pulp and paper products.....	44.6	45.2	44.3	114.2	111.9	108.5	50.93	50.58	48.07
Pulp and paper mills.....	48.3	48.7	47.5	118.1	114.6	113.0	57.04	55.81	53.68
Paper products.....	41.7	43.1	41.2	89.6	89.0	84.2	37.36	38.36	34.69
Printing and publishing.....	40.6	41.2	40.6	122.6	122.1	114.9	49.78	50.31	46.65
Rubber products.....	40.7	40.2	38.8	111.6	111.3	107.7	45.42	44.74	41.79
Textiles—all branches.....	39.6	40.8	37.5	81.9	81.6	79.8	32.43	33.29	29.93
Thread, yarn and cloth.....	42.7	43.2	39.6	85.9	85.4	84.1	36.68	36.89	33.30
Cotton yarn and cloth.....	42.1	43.0	38.1	86.8	86.1	85.3	36.54	37.02	32.50
Woolen yarn and cloth.....	41.7	42.8	39.7	82.1	81.7	80.3	34.24	34.97	31.88
Synthetic silk and silk goods.....	45.0	44.4	41.7	87.3	87.1	85.1	39.29	38.67	35.61
Hosiery and knit goods.....	39.3	40.4	36.8	76.2	76.0	73.9	29.95	30.70	27.20
Garments and personal furnishings.....	35.7	37.9	34.8	77.7	78.2	76.1	27.74	29.64	26.48
Tobacco.....	41.3	41.3	40.9	94.3	95.1	86.7	38.95	39.28	35.46
Beverages.....	43.8	43.5	41.9	102.5	102.0	98.0	44.90	44.37	41.06
Distilled and malt liquor.....	42.6	42.7	40.7	108.1	108.2	104.3	46.05	46.20	42.45
Chemicals and allied products.....	43.1	43.7	43.3	103.2	102.7	98.8	44.48	44.88	42.78
Drugs and medicines.....	40.9	41.3	39.0	86.7	85.3	82.5	35.46	35.23	32.18
*Clay, glass and stone products.....	45.2	45.8	43.8	102.1	100.7	97.2	46.15	46.12	42.57
Glass products.....	45.7	45.9	44.5	98.8	98.2	91.8	45.15	45.07	40.85
Lime, gypsum and cement products.....	45.6	47.1	45.6	101.4	100.7	96.4	46.24	47.43	43.96
*Electrical apparatus.....	41.0	41.4	39.5	114.4	114.4	109.8	46.90	47.36	43.37
Heavy electrical apparatus.....	41.1	41.1	41.9	130.4	130.2	120.0	53.59	53.51	50.28
*Iron and steel products.....	42.6	43.2	41.2	117.6	115.9	111.4	50.10	50.07	45.90
Crude, rolled and forged products.....	43.9	43.5	44.0	126.2	121.6	118.3	55.40	52.90	52.05
Primary iron and steel.....	44.4	43.7	44.4	129.1	123.7	120.6	57.32	54.06	53.55
Machinery (other than vehicles).....	42.8	43.5	40.7	108.6	108.7	104.0	46.48	47.28	42.33
Agricultural implements.....	41.0	39.9	41.0	127.0	125.6	114.8	52.07	50.11	47.07
Land vehicles and aircraft.....	43.2	44.0	41.0	120.3	119.3	115.2	51.97	52.49	47.23
Railway rolling stock.....	44.2	44.7	42.8	112.0	112.7	112.2	49.50	50.38	48.02
Automobiles and parts.....	42.8	43.4	38.2	129.2	127.9	122.0	55.30	55.51	46.60
Aeroplanes and parts.....	40.1	38.8	43.9	112.8	111.9	103.8	45.23	49.01	45.57
Steel shipbuilding and repairing.....	41.5	42.5	40.1	113.3	110.0	108.4	47.02	46.75	43.47
Iron and steel fabrication n.e.s.....	40.7	42.3	40.1	114.7	113.8	106.0	46.68	48.14	42.51
Hardware, tools and cutlery.....	41.2	43.3	41.1	101.6	101.1	97.3	41.86	43.78	39.99
Foundry and machine shop products.....	41.5	44.0	39.0	115.3	116.8	108.5	47.85	51.39	42.32
Sheet metal work.....	41.1	42.6	40.1	106.1	104.9	100.0	43.61	44.69	40.40
*Non-ferrous metal products.....	43.3	43.6	42.7	110.9	110.4	106.5	48.02	48.13	45.48
Smelting and refining.....	45.0	45.0	45.2	118.9	119.3	114.5	53.51	53.69	51.75
Aluminum and its products.....	41.4	42.9	41.0	100.1	100.8	96.9	41.44	43.24	39.73
Brass and copper manufacturing.....	42.6	42.6	40.6	109.6	108.5	104.8	46.69	46.22	42.55
Non-metallic mineral products.....	42.4	42.9	41.8	123.8	123.8	117.9	52.49	53.11	49.28
Petroleum and its products.....	41.5	41.8	41.1	133.1	133.5	126.1	55.24	55.80	52.83
Miscellaneous manufactured products.....	40.5	41.7	39.1	88.4	88.4	85.9	36.09	36.56	33.59
Mining	42.3	43.5	41.2	120.2	120.9	117.0	50.84	52.59	48.20
Coal.....	35.1	38.3	33.5	130.5	129.6	127.3	45.81	49.64	42.65
Metallic ores.....	45.3	46.1	45.4	119.7	120.3	116.0	54.22	55.46	52.66
Non-metallic minerals (except coal).....	43.8	44.1	40.9	109.7	110.4	103.7	48.05	48.69	42.41
Local Transportation	44.5	45.3	44.7	104.6	104.3	103.9	46.55	47.25	44.30
Building Construction	39.4	40.1	38.6	112.4	112.9	107.0	44.29	45.67	41.30
Highway Construction	38.6	38.6	38.1	87.0	89.0	85.1	33.58	34.35	32.42
Services (as indicated below)	42.8	42.9	41.8	65.8	66.1	64.2	28.21	28.38	27.11
Hotels and restaurants.....	43.8	43.6	42.7	64.4	65.1	63.5	28.21	28.38	27.11
Personal (chiefly laundries).....	40.8	41.6	40.1	68.5	68.2	65.8	27.95	28.37	26.39

* Industries classed in the durable manufactured goods industries.

1 Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, the latest figures are as follows—Apr. 1, 1950, 240.4; May 1, 1950, 247.1; June 1, 1950, 247.4; at June 1, 1949, the index was 227.7.

2 Chiefly street and electric railways.

3 For information respecting the sex distribution of the persons in recorded employment, see Table C-5.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked per week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	45.0	69.4	31.23	103.3	96.7	106.8
Monthly Average 1946.....	43.2	70.0	30.21	100.1	100.0	100.1
Monthly Average 1947.....	43.0	80.2	34.46	114.0	109.6	104.0
Monthly Average 1948.....	42.7	91.3	38.99	129.0	125.4	102.9
Monthly Average 1949.....	42.4	98.6	41.81	138.4	130.1	106.4
Week preceding:						
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949.....	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949.....	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949.....	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949.....	42.8	99.5	42.59	140.9	130.8	107.7
December 1, 1949.....	42.9	\$1.000	42.90	142.0	130.7	108.6
January 1, 1950.....	42.6*	\$1.011	43.07*	142.5	130.3	109.4
February 1, 1950.....	42.3	\$1.009	42.68	141.2	130.7	108.0
March 1, 1950.....	42.5	\$1.014	43.10	142.6	132.4	107.7
April 1, 1950.....	42.8	\$1.017	43.53	144.0	132.7	108.5
May 1, 1950.....	42.4*	\$1.025	43.46*	143.8	132.7	108.4
June 1, 1950 ¹⁾	42.0	\$1.035	43.47	143.8	133.8	107.5

Note: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes have been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91; January 1, 1950, 39.9 hours, \$40.34; May 1, 1950, 42.6 hours, \$43.67.

(¹⁾ Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT AS AT FIRST OF MONTH

(Source: Form U.I.C. 757)

Month		Unfilled Vacancies			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
August	1945	121,187	39,222	160,409	53,646	22,286	75,932
August	1946	64,452	43,040	107,492	125,855	34,485	160,340
August	1947	58,862	31,219	90,081	69,314	29,577	98,891
August	1948	30,499	19,709	50,208	63,558	32,715	96,273
January	1949	11,996	13,063	25,059	150,474	36,185	186,659
February	1949	10,026	12,990	23,016	204,897	51,909	256,806
March	1949	10,187	13,544	23,731	209,866	51,898	261,764
April	1949	14,444	16,816	31,260	195,559	50,961	246,520
May	1949	21,673	21,840	43,513	158,794	44,832	203,626
June	1949	23,539	24,035	47,574	113,489	41,359	154,848
July	1949	20,679	21,775	42,454	103,275	44,216	147,491
August	1949	18,043	19,313	37,356	97,154	42,090	139,244
September	1949	19,940	22,629	42,569	97,684	39,667	137,351
October	1949	20,837	20,629	41,466	101,504	41,543	143,047
November	1949	14,535	15,200	29,735	122,664	49,702	172,366
December	1949	10,400	12,085	22,485	164,345	56,439	220,784
January	1950	7,971	9,748	17,719	218,769	55,188	273,957
February	1950	8,315	10,076	18,391	301,039	74,557	375,596
March	1950	9,614	11,429	21,043	300,352	75,646	375,998
April	1950	11,967	12,032	23,999	349,098	79,193	428,291
May	1950	18,635	15,386	34,021	310,044	77,797	387,841
June	1950	25,038	16,375	41,413	184,335	70,062	254,397
July	1950	24,392	15,519	39,911	136,284	68,279	204,563
August	1950 ⁽¹⁾	24,029	13,141	37,170	103,180	60,042	163,222

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JUNE 29, 1950

(Source: Form UIC 751)

Industry	Male	Female	Total	Change from June 1, 1950	
				Absolute	Percentage
Agriculture, Fishing, Trapping	1,611	479	2,090	— 504	— 19.4
Logging	3,691	2	3,693	+ 912	+ 32.8
Pulpwood.....	2,571	1	2,572	+ 410	+ 19.0
Lumber.....	1,082	1	1,083	+ 496	+ 84.5
Other logging.....	38	.....	38	+ 6	+ 18.8
Mining	576	25	601	— 169	— 22.0
Coal.....	77	1	78	— 10	— 11.4
Metallic ores—					
Iron.....	75	2	77	+ 4	+ 5.5
Gold.....	138	3	141	— 38	— 21.2
Nickel.....	169	5	174	— 13	— 7.0
Other metallic ores and non-metallic minerals.....	101	5	106	+ 20	+ 23.3
Prospecting and oil producing.....	16	9	25	— 132	— 84.1
Manufacturing	6,071	2,789	8,860	+1,111	+ 14.3
Food and kindred products.....	749	456	1,205	+ 86	+ 7.7
Textiles, apparel, etc.....	259	1,538	1,797	— 11	— 0.6
Lumber and finished lumber products.....	941	81	1,022	+ 175	+ 20.7
Pulp and paper products and printing.....	325	144	469	— 138	— 22.7
Chemicals and allied products.....	225	94	319	— 24	— 7.0
Products of petroleum and coal.....	48	7	55	— 6	— 9.8
Rubber products.....	255	54	309	+ 123	+ 66.1
Leather and products.....	60	94	154	— 28	— 15.4
Stone, clay and glass products.....	198	29	227	— 14	— 5.8
Iron and steel and products.....	412	62	474	+ 12	+ 2.6
Non-ferrous metals and products.....	267	24	291	— 22	— 7.0
Machinery.....	378	49	427	— 54	— 11.2
Electrical equipment and products.....	209	53	262	— 40	— 13.3
Transportation equipment and other manufacturing.....	1,745	104	1,849	+1,052	+132.0
Construction	3,687	63	3,750	— 57	— 1.5
Transportation and Storage	1,492	111	1,603	— 233	— 12.7
Communications, and Other Public Utilities	284	238	522	+ 112	+ 27.3
Trade	2,442	1,951	4,393	— 840	— 16.1
Wholesale.....	744	393	1,137	— 268	— 19.1
Retail.....	1,698	1,558	3,256	— 572	— 15.0
Finance, Insurance, Real Estate	1,022	888	1,910	— 150	— 7.3
Service	3,524	8,956	12,480	—1,702	— 12.0
Public.....	953	517	1,470	— 478	— 24.5
Domestic.....	111	3,583	3,694	— 660	— 15.2
Personal.....	1,418	4,449	5,867	— 401	— 6.4
Other service.....	1,042	407	1,449	— 163	— 10.1
All Industries	24,400	15,502	39,902	—1,520	— 3.7

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT JUNE 29, 1950

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	874	450	1,324	4,278	1,160	5,438
Clerical Workers.....	1,486	3,033	4,519	7,559	18,088	25,647
Sales Workers.....	1,924	1,072	2,996	4,048	9,729	13,777
Personal and Domestic Service Workers.....	1,354	7,866	9,220	11,461	10,455	21,916
Seamen.....	43	1	44	1,890	17	1,907
Agriculture and Fishing.....	1,686	119	1,805	1,867	245	2,112
Skilled and Semiskilled Workers.....	10,583	2,106	12,689	48,766	15,311	64,077
Food and kindred products.....	136	37	173	831	658	1,489
Textiles, clothing, etc.....	153	1,475	1,628	2,357	9,389	11,746
Lumber and wood products.....	3,936	4	3,940	5,703	117	5,820
Pulp, paper and printing.....	117	24	141	493	442	935
Leather and products.....	41	64	105	1,283	1,193	2,476
Stone, clay and glass products.....	52	2	54	112	49	161
Metalworking.....	1,127	29	1,156	5,951	477	6,428
Electrical.....	141	23	164	1,102	301	1,403
Transportation equipment, n.e.c.....	25	4	29	396	67	463
Mining.....	166	.....	166	1,695	.....	1,695
Construction.....	1,942	.....	1,942	9,994	3	9,997
Transportation (except seamen).....	749	7	756	7,203	47	7,250
Communications and public utility.....	33	.....	33	326	1	327
Trade and service.....	341	324	665	1,371	908	2,279
Other skilled and semiskilled.....	1,325	73	1,398	6,478	1,349	7,827
Foremen.....	98	12	110	1,077	215	1,292
Apprentices.....	201	28	229	2,484	95	2,579
Unskilled Workers.....	6,442	853	7,295	56,422	13,275	69,697
Food and tobacco.....	213	280	493	997	2,095	3,092
Lumber and lumber products.....	366	7	373	1,984	273	2,257
Metalworking.....	285	18	303	1,839	327	2,166
Construction.....	1,618	.....	1,618	6,762	1	6,763
Other unskilled workers.....	3,960	548	4,508	44,840	10,579	55,419
Total.....	24,392	15,500	39,892	136,291	68,280	204,571

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF JUNE, 1950

(Source: Form U.I.C. 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping.....	1,067	1,096	728
Logging.....	1,367	772	609
Mining.....	345	340	277
Manufacturing.....	6,378	6,081	4,177
Food and kindred products.....	1,140	1,130	771
Textiles, apparel, etc.....	806	773	515
Lumber and finished lumber products.....	990	937	693
Pulp and paper products and printing.....	361	411	280
Chemicals and allied products.....	243	267	164
Products of petroleum and coal.....	48	58	36
Rubber products.....	153	104	57
Leather and products.....	118	137	79
Stone, clay and glass products.....	231	227	159
Iron and steel products.....	386	436	273
Non-ferrous metals and products.....	234	243	180
Machinery.....	362	385	257
Electrical equipment and products.....	273	279	194
Transportation equipment and other manufacturing.....	1,033	694	509
Construction.....	4,358	4,360	3,501
Transportation and Storage.....	1,583	1,544	1,228
Communications, and Other Public Utilities.....	293	263	186
Trade.....	3,056	3,572	2,167
Finance, Insurance, Real Estate.....	416	516	249
Service.....	7,738	7,326	5,485
All Industries.....	26,601	25,870	18,607

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS JUNE 2 TO JUNE 29, 1950: UNPLACED APPLICANTS AS AT JULY 27, 1950

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at July 27
					Regular	Casual		
Newfoundland.....	145	32	2,315	315	110	19	16,938	10,751
Corner Brook.....	56	4	359	44	44		2,941	1,574
Grand Falls.....	1		407	69		19	2,235	1,126
St. John's.....	88	28	1,549	202	66		11,762	8,051
Prince Edward Island.....	497	321	692	415	290	58	999	858
Charlottetown.....	229	133	383	230	147	42	622	528
Summerside.....	268	188	309	185	143	16	377	330
Nova Scotia.....	2,409	844	5,408	2,999	1,511	473	12,207	10,156
Amherst.....	112	6	204	112	101	5	314	285
Bridgewater.....	60	22	159	48	27	3	342	274
Halifax.....	1,172	601	2,381	1,509	670	231	4,380	3,503
Inverness.....	22	6	73	17	17		221	208
Kentville.....	86	62	376	95	48	10	934	680
Liverpool.....	8	3	58	7	6		145	125
New Glasgow.....	320	38	483	471	276	36	1,743	1,498
Springhill.....	14		116	21	14		226	210
Sydney.....	462	72	1,081	539	235	183	2,609	2,446
Yuro.....	87	27	333	115	55	5	557	447
Yarmouth, Shelbourne.....	66	7	144	65	62		736	480
New Brunswick.....	3,055	1,351	4,931	3,232	2,081	287	10,410	7,666
Bathurst.....	22	12	287	110	16		1,755	578
Campbellton.....	74	35	352	102	35	19	577	498
Edmundston.....	282	79	316	207	251	11	330	264
Fredericton.....	430	232	406	324	241	57	595	488
Minto.....	144	20	202	147	127		562	394
Moncton.....	1,023	412	1,610	1,114	675	157	2,311	1,885
Newcastle.....	28	29	192	75	48		644	585
Saint John.....	432	232	1,204	525	300	37	2,967	2,562
St. Stephen.....	425	177	167	467	279		441	175
Sussex.....	72	73	58	60	46	1	89	72
Woodstock.....	123	50	137	101	63	5	139	165
Quebec.....	20,715	8,691	30,044	20,146	12,304	1,269	62,461	51,255
Asbestos.....	113	43	132	56	52		217	173
Beauharnois.....	85	44	183	102	51	2	323	317
Buckingham.....	58	10	113	56	48	1	270	332
Causapscal.....	21	15	92	5	5		350	237
Chandler.....	110	33	85	115	68	10	886	263
Chicoutimi.....	215	73	573	262	124	26	905	810
Dolbeau.....	12		60	22	13		188	129
Drummondville.....	200	38	461	234	156		1,136	1,132
Farnham.....	181	120	153	95	92		314	247
Granby.....	96	27	356	100	64	12	711	648
Hull.....	361	100	636	344	249	7	1,333	1,201
Joliette.....	129	80	278	144	62	14	819	656
Jonquiere.....	145	53	377	250	74	10	1,141	829
Lachute.....	82	32	137	85	62	3	250	271
La Malbaie.....	48	35	67	12	11		248	166
La Tuque.....	416	93	613	277	323		404	375
Levis.....	170	63	574	273	134	4	1,634	1,073
Matane.....	88	47	102	81	72		938	183
Megantic.....	415	281	171	109	187		173	174
Mont-Laurier.....	61	35	54	38	20	13	181	116
Montmagny.....	139	125	258	56	25		562	404
Montreal.....	11,212	4,791	13,071	9,888	6,587	523	27,605	23,921
Port Alfred.....	89	1	94	87	88		507	327
Quebec.....	1,538	595	3,526	2,202	824	341	5,958	4,838
Rimouski.....	78	71	395	157	145		742	286
Riviere du Loup.....	54	122	292	61	45		507	550
Rouyn.....	307	149	513	324	178	23	730	413
St. Agathe.....	147	52	109	140	116	1	110	84
Ste. Anne de Bellevue.....	104	16	157	102	69	13	234	200
St. Therese.....	448	43	184	123	94		441	420
St. Georges de Beauce.....	412	332	269	922	268	77	996	433
St. Hyacinthe.....	306	137	327	255	208	8	822	598
St. Jean.....	352	113	359	279	154	2	701	595
St. Jerome.....	245	86	389	216	142	4	658	537
St. Joseph d'Alma.....	86	60	280	57	21	1	468	670
Shawinigan Falls.....	267	59	482	351	205		1,125	1,168
Sherbrooke.....	728	162	1,190	733	378	124	2,063	1,890
Sorel.....	127	34	345	131	90		561	480
Thetford Mines.....	182	103	572	329	150	2	722	635
Three Rivers.....	395	145	900	544	283	30	2,555	1,861
Val d'Or.....	204	118	310	161	95	7	468	318
Valleyfield.....	146	59	458	146	126	3	956	867
Victoriaville.....	213	96	347	222	146	8	549	428

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS JUNE 2 TO JUNE 29, 1950: UNPLACED APPLICANTS AS AT JULY 27, 1950

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at July 27
					Regular	Casual		
Ontario	47,232	19,043	54,433	43,048	27,128	5,459	50,805	41,369
Amnrior	173	44	118	142	143	.....	57	60
Barrie	427	226	425	451	289	8	178	187
Belleville	510	108	621	560	303	61	777	549
Bracebridge	320	82	186	324	238	5	96	47
Brampton	172	107	153	136	103	4	112	74
Brantford	675	137	942	705	406	111	952	890
Brockville	125	2	215	129	96	23	126	105
Carleton Place	19	4	41	20	16	.....	121	138
Chatham	575	213	536	543	319	115	230	300
Cobourg	217	51	255	237	182	6	213	181
Collingwood	181	27	100	159	152	.....	168	134
Cornwall	306	33	604	357	221	49	895	1,080
Fort Erie	167	52	156	190	126	8	72	55
Fort Frances	168	86	227	201	103	19	119	84
Fort William	442	89	782	464	266	59	1,000	696
Galt	208	65	330	191	110	20	447	404
Gananoque	81	8	66	79	43	26	70	37
Goderich	226	129	87	142	88	11	98	60
Guelph	461	223	502	408	200	93	452	378
Hamilton	2,790	1,145	4,008	2,622	1,397	497	4,829	3,955
Hawkesbury	44	36	155	41	21	1	241	159
Ingersoll	295	100	278	274	213	8	110	94
Kapuskasing	899	415	438	541	494	.....	46	73
Kenora	298	213	115	86	77	.....	171	133
Kingston	528	125	976	714	433	52	1,059	944
Kirkland Lake	370	121	424	344	217	57	486	366
Kitchener-Waterloo	770	287	658	725	389	92	472	429
Leamington	177	24	235	242	125	19	170	241
Lindsay	91	37	68	159	68	3	134	123
Listowel	81	79	73	42	16	10	150	130
London	2,051	955	2,372	2,102	1,223	378	1,232	1,116
Midland	104	16	235	113	100	10	337	288
Napanee	76	38	31	46	39	3	63	62
New Toronto	795	422	827	535	399	19	702	610
Niagara Falls	323	41	589	327	220	49	676	575
North Bay	599	196	720	605	357	58	365	290
Orillia	368	67	319	382	260	45	204	198
Oshawa	2,554	1,392	1,632	1,395	833	87	1,357	1,155
Ottawa	2,118	830	2,077	1,942	1,118	258	2,796	2,757
Owen Sound	320	104	314	348	166	47	400	349
Parry Sound	102	11	154	86	67	.....	91	70
Pembroke	326	166	453	287	295	15	455	371
Perth	150	16	179	151	124	12	171	113
Peterborough	431	144	672	430	324	1	901	720
Pictou	74	32	46	67	49	5	55	48
Port Arthur	1,205	634	1,160	783	922	25	1,242	869
Port Colborne	92	37	236	87	39	.....	391	323
Prescott	67	55	87	72	40	.....	113	88
Renfrew	326	49	236	255	259	23	171	104
St. Catharines	848	182	1,190	769	440	196	1,422	1,148
St. Thomas	396	178	316	392	159	28	291	250
Sarnia	370	94	506	427	285	28	313	289
Sault Ste. Marie	644	223	535	518	444	2	482	366
Simcoe	213	104	190	167	106	32	233	176
Sioux Lookout	134	116	120	117	87	4	88	52
Smiths Falls	81	11	172	87	43	23	230	318
Stratford	186	74	249	204	113	22	288	303
Sturgeon Falls	255	19	275	277	157	40	406	191
Sudbury	1,639	845	1,561	1,361	786	239	888	690
Timmins	546	205	699	651	351	127	873	612
Toronto	15,462	6,817	18,054	13,753	8,980	1,836	14,452	10,406
Trenton	131	17	276	236	118	4	292	199
Walkerton	95	71	90	85	41	.....	163	135
Wallaceburg	252	5	314	249	124	117	175	191
Welland	246	50	448	281	168	28	683	599
Weston	300	212	346	313	165	.....	326	274
Windsor	1,446	236	2,736	1,639	736	320	3,195	2,820
Woodstock	171	111	243	221	146	12	172	138
Manitoba	8,536	2,872	11,295	8,321	4,131	2,261	13,227	9,373
Brandon	678	358	647	567	377	40	535	451
Dauphin	199	21	275	283	141	23	228	205
Flin Flon	124	45	170	153	59	34	123	157
Portage la Prairie	223	101	264	181	140	7	308	209
The Pas	95	86	56	49	106	.....	72	57
Winnipeg	7,217	2,261	9,883	7,088	3,308	2,157	11,961	8,264

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS JUNE 2 TO JUNE 29, 1950: UNPLACED APPLICANTS AS AT JULY 27, 1950

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at July 27
					Regular	Casual		
Saskatchewan	4,200	1,488	5,849	4,642	2,390	815	4,713	3,913
Estevan.....	106	51	113	117	83	1	93	71
Moose Jaw.....	419	145	690	494	252	63	724	541
North Battleford.....	107	54	141	109	76	2	270	241
Prince Albert.....	373	163	442	385	205	27	584	620
Regina.....	1,598	443	2,120	1,847	910	425	967	798
Saskatoon.....	1,111	374	1,682	1,183	597	223	1,381	1,188
Swift Current.....	98	84	112	104	66	8	201	168
Weyburn.....	143	35	173	139	61	45	110	63
Yorkton.....	245	139	376	264	140	21	383	223
Alberta	8,305	2,407	10,852	8,997	4,938	1,490	7,676	7,502
Blairmore.....	144	45	78	78	90	.....	97	87
Calgary.....	3,246	841	4,230	3,735	2,080	502	2,810	2,468
Drumheller.....	97	6	155	96	92	.....	330	263
Edmonton.....	3,717	991	5,138	4,201	1,975	955	3,417	3,335
Edson.....	106	63	139	66	92	.....	181	140
Lethbridge.....	678	301	610	520	367	32	400	543
Medicine Hat.....	114	67	254	126	119	.....	253	227
Red Deer.....	203	93	248	175	123	1	188	439
British Columbia	11,310	3,537	18,774	11,366	6,117	1,295	25,139	21,357
Chilliwack.....	223	45	375	259	130	57	590	435
Courtenay.....	81	40	121	65	46	.....	202	403
Crowbrook.....	111	56	140	96	47	2	255	170
Dawson Creek.....	118	22	109	100	103	6	81	84
Duncan.....	243	96	258	291	170	11	221	243
Kamloops.....	332	92	274	237	199	.....	188	217
Kelowna.....	136	24	229	176	90	11	378	243
Nanaimo.....	210	42	347	305	118	43	511	810
Nelson.....	104	31	188	148	101	.....	252	189
New Westminster.....	864	399	2,262	821	471	115	3,743	2,686
Penticton.....	82	3	225	115	79	4	361	204
Port Alberni.....	189	68	218	190	117	11	208	233
Prince George.....	944	213	735	866	619	76	258	114
Prince Rupert.....	361	149	275	368	194	.....	206	263
Princeton.....	65	5	79	70	55	.....	69	56
Trail.....	109	34	250	172	73	12	338	262
Vancouver.....	5,760	1,742	10,644	5,696	2,583	766	14,688	12,385
Vernon.....	371	25	387	350	319	13	301	226
Victoria.....	892	431	1,481	916	502	168	2,166	2,056
Whitehorse.....	115	20	177	125	101	.....	123	78
Canada	106,404	40,586	144,393	103,481	61,000	13,426	204,575	164,200
Males.....	75,985	24,665	98,486	73,123	46,570	8,524	136,290	103,650
Females.....	30,419	15,921	46,107	30,358	14,430	4,902	68,285	60,550

TABLE D-6.—APPLICANTS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES
1940-1950

Year	APPLICATIONS			PLACEMENTS		
	Male	Female	Total	Male	Female	Total
1940.....	653,455	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	589,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (26 weeks).....	780,097	282,732	1,062,829	232,474	104,669	337,143

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, MARCH 31, 1950 TO JUNE 29, 1950

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual
	Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual		
Agriculture	1	1	134	84			90	5	47	5	122	88			1,310	357	102		5,504		3,314	320		
Fishing, Trapping and Hunting	7	6	1				11	10	11		5	5			45	2			28		17			
Logging	6	3	1	1			91	64	64	1	2,543	1,232			2,543	1,232	122		5,705		2,438	2		
Pulpwood							15	9	9		2,136	1,006			2,267	1,067	119		4,729		2,028			
Lumber							58	38	38	1	149	130			226	349	158		879		349			
Other Logging			1	1			18	17	17		258	116			30	27	3		97		61			
Mining							179	106	106		70	58			416	345			1,934		885	12		
Coal							177	105	105	1	38	26							110		41			
Iron															21	21			131		94			
Gold																			506		392			
Nickel																			914		148			
Other Metallic Ores and Non-Metallic Minerals							2		1		24	24			287	224			307		249			
Manufacturing	35	15	284	72			1,926	1,613	1,613	146	8	8			7	6			163		54	2		
Prospecting and Oil Producing															67	53			36,475		21,702	1,683		
Food and Kindred Products	26	9	260	57			348	240	240	50	599	465			10	224			20		5,895	570		
Textiles and Apparel							107	71	71	4	14	11			2	5,793			13		2,986	55		
Lumber and Finished Lumber Products	1	1	5	3			124	97	11	413	322	26	1		21	1,671			6		3,497	133		
Pulp, Paper Products and Printing	7	4		3			44	30	30	1	211	173			21	1,020			37		2,447	156		
Chemicals and Allied Products			9	4			1				6	4			1	973			9		1,617	893		
Petroleum and Coal Products							1				4	1			80	46			1		273	197		
Rubber Products															269	157			5		426	459		
Leather and Leather Products							1		1		19	12			826	515			5		267	17		
Stone, Clay and Glass Products			3	2			10	7	7		14	8			3	628			5		857	41		
Iron and Steel and Products			2	2			436	429	429	33	47	33			2	706			12		1,848	139		
Non-Ferrous Metals and Products							4				7				1	665			29		1,366	87		
Machinery			1	1			140	137	137		20	16			1	1,078			423		1,948	108		
Electrical Equipment and Products							4	2	2		1					509			2		1,823	101		
Transportation Equipment and Other	1	1					706	590	590	77	16	12			2	1,081			282		2,379	1,583		
Manufacturing	21	5	15	266			1,096	865	865	71	1,834	1,506			90	11,114			188		22,042	15,477		
Buildings and Structures	18	3	15	209			13	121	112	4	372	249			34	6,864			153		11,323	8,342		
Highways, Bridges and Streets				1			53	51	51		108	117			15	18			1		233	831		
Railway and Maintenance							197	155	155		3	168			1	1,258			1		1,060	767		
Other General Construction	3	2	58	43			4	166	104	22	313	260			21	2,667			1		1,179	1,207		
Special Trade Contractors	5	1	151	42			45	169	169	197	766	478			225	2,320			32		6,836	449		
Public Utilities Operation	3	1	129	25			93	372	102	193	615	410			152	1,879			118		10,494	6,171		
Transportation and Storage	2						22	17	67	7	151	68			73	441			105		8,472	4,893		
Communications and Other Public Utilities	98	66	201	100			1,167	724	167	863	52	112	6,623		112	6,623			208		16,755	8,356		
Trade	53	39	51	27			59	271	168	57	252	154			46	2,742			138		5,552	2,650		
Wholesale	45	27	150	73			40	896	556	110	611	371			66	4,349			150		11,233	5,736		
Retail	6	1	2	7			11	67	67	7	96	51			4	992			3		2,624	1,163		
Finance, Insurance and Real Estate	231	164	2	274			2,989	1,201	1,034	2,535	1,068	822			85	15,114			8,288		40,561	17,648		
Public	90	77	1	63			6	263	186	40	450	362			3	1,394			10		5,265	3,365		
Domestic	48	33	59	126			1,382	249	854	193	629	645			115	8,266			2,133		14,267	7,642		
Personal	75	45		232			20	1,180	684	95	181	438			115	8,266			494		17,527	9,294		
Other Service	18	9	31	12			9	164	82	45	143	76			43	2,014			71		1,857	1,297		
Totals	410	262	20	846			8,418	4,866	4,866	1,628	10,246	6,089			1,320	81,081			35,701		141,555	77,201		
Men	256	209	20	549			948	5,258	3,500	998	8,002	5,026			883	39,237			26,231		109,516	58,240		
Women	154	53		297			810	1,366	1,366	630	2,244	1,063			437	21,844			9,470		36,939	18,961		

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies	
	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual
Agriculture, Fishing, Trapping and Hunting Logging.	1,016	565	22	2,532	1,733	1	3,677	2,874	86	592	328	45	14,978	9,391	555					
Pulpwood.....	23	10	3	6	32		151	92		3,536	10	5	14,553	6,608	61	4				
Lumber.....	211	135	2	68			99	13		3,141	99	13	9,446	4,250	139					
Other Logging.....	20	7	2	64	28		91	62		296	291	2	4,628	1,867	5					
Mining.	18	5		4	4		59	29		772	296	2	1,781	551	6					
Coal.....	251	182		86	64		1,219	960	14	772	867	2	4,457	3,167	28					
Iron.....	333	264		21	19		233	183		27	1		388	255						
Gold.....	159	118		3	3		322	277		273	435		1,392	1,317	1					
Nickel.....	2	1		1	1		97	57		1	1		918	151	1					
Other Metallic Ores and Non-Metallic Minerals.....	74	59		18	15		233	178	4	447	421	2	1,256	1,053	20					
Manufacturing.	3,160	1,713	270	988	583	183	2,408	1,711	203	7,036	4,709	392	70,935	44,264	3,122					
Food and Kindred Products.....	906	494	140	511	306	99	871	607	84	916	533	103	12,566	7,595	1,083					
Textiles and Apparel.....	943	451	35	29	22		3104	79	4	232	171		10,208	6,076	128					
Lumber and Finished Lumber Products.....	197	101	15	95	56		449	342	33	4,095	2,889	122	10,487	7,140	367					
Pulp, Paper Products and Printing.....	235	128	40	53	20	11	129	62	38	528	272	15	4,678	2,914	331					
Chemicals and Allied Products.....	127	76	11	29	17	5	52	35	3	103	45	27	2,917	1,745	270					
Petroleum and Coal Products.....	37	27		70	56	6		62	44	3	67	17	388	29						
Rubber Products.....	8	6											1,320	623	15					
Leather and Leather Products.....	49	14	3				2			47	32		1,370	842	25					
Stone, Clay and Glass Products.....	78	64	5	42	27	1	327	250	12	77	42	7	2,545	1,664	98					
Iron and Steel Products.....	224	134	7	8	8		108	84	2	224	150	10	4,679	3,111	173					
Non-Ferrous Metals and Products.....	66	45	8	84	29	54	74	73	2	284	240	9	3,132	1,956	115					
Machinery.....	66	33	2	43	28		129	74	6	174	122	8	4,468	3,042	120					
Electrical Equipment and Products.....	52	25		11	7		334	135	2	323	240	4	2,987	1,913	72					
Transportation Equipment and Other Manufacturing.....	172	115	4	18	12		90	56	10	342	182	66	5,984	3,255	296					
Construction.	2,430	1,648	139	2,145	1,680	107	5,451	3,941	536	2,405	1,855	286	51,023	37,610	2,685					
Buildings and Structures.....	1,588	1,138	40	1,396	1,084	84	2,425	1,803	225	4,470	326	9	27,791	21,243	1,566					
Highways, Bridges and Streets.....	56	41	8	119	87	2	1,442	1,135	2	323	240	4	3,095	2,144	90					
Railway and Maintenance.....	17	13		11			1,442	1,135	2	323	240	4	3,095	2,144	90					
Other General Construction.....	38	21	2	279	261		2,442	1,833	263	341	309	51	4,148	3,393	56					
Special Trade Contractors.....	731	435	89	340	241	20	1,013	587	126	839	560	32	12,966	8,476	952					
Public Utilities Operation.	2,432	1,409	201	1,152	685	87	1,326	889	126	1,913	1,253	176	20,710	12,531	2,351					
Buildings and Storage.....	2,371	1,369	196	1,014	605	83	1,016	652	120	1,701	1,099	163	17,572	10,394	2,200					
Communications and Other Public Utilities.....	61	40	5	138	80	4	310	237	6	212	126	13	3,138	151						
Trade.	3,467	1,691	1,570	2,337	1,155	616	3,929	1,963	892	3,563	1,918	406	39,023	19,465	6,287					
Wholesale.....	1,862	572	1,007	871	378	329	1,781	759	66	1,159	647	137	14,156	7,379	3,438					
Retail.....	1,605	519	563	1,456	777	287	2,148	1,206	227	2,374	1,271	269	24,867	12,686	2,849					
Finance, Insurance and Real Estate.	8,274	4,412	152	8,288	1,043	24	9,251	3,859	2,262	615	314	13	5,623	2,608	1,239					
Public.....	8,274	4,412	152	8,288	1,043	24	9,251	3,859	2,262	615	314	13	5,623	2,608	1,239					
Domestic.....	3,365	216	2,767	1,402	239	43	3,137	1,018	21	1,321	922	48	12,224	8,666	585					
Personal.....	3,171	220	809	2,157	918	475	3,815	1,904	182	3,787	2,096	106	35,057	21,045	3,925					
Other Service.....	606	266	82	495	252	60	892	555	64	996	513	68	8,864	4,686	739					
Totals.	21,678	9,472	5,878	11,548	8,113	2,382	27,910	16,577	4,137	32,118	18,458	3,823	319,422	177,155	39,783					
Men.....	14,212	7,030	3,218	10,113	6,182	1,400	19,673	13,275	2,556	22,763	13,708	2,419	222,950	131,950	24,234					
Women.....	7,466	2,442	2,660	4,405	1,931	982	8,237	3,302	1,581	9,353	4,750	1,404	96,442	43,235	15,549					

E—Unemployment Insurance

TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS, FROM APRIL 1, 1949 TO JUNE 30, 1949, AND FROM APRIL 1, 1950 TO JUNE 30, 1950

Region	1949		1950	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	18,082	261,825	20,863	301,723
Quebec.....	56,695	887,554	60,220	946,033
Ontario.....	78,285	1,292,801	82,610	1,292,693
Prairie.....	41,062	461,090	43,692	478,170
Pacific.....	24,822	330,665	28,282	307,129
Total for Canada.....	218,946	3,233,935	235,667	3,325,763

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF JUNE 30, 1950

Province and Sex	TOTAL	6 Days and Under	7-12 Days	13-24 Days	25-48 Days	49-72 Days	73 Days and Over
Newfoundland.....	370	74	34	42	102	30	88
Male.....	363	70	34	41	102	30	86
Female.....	7	4		1			2
(Male).....	(10,242)	(999)	(114)	(248)	(964)	(1,707)	(6,210)
(Female).....	(188)	(26)	(5)	(6)	(22)	(34)	(95)
Prince Edward Island.....	434	87	26	43	78	4 ⁸	152
Male.....	287	67	16	30	49	36	89
Female.....	147	20	10	13	29	12	63
Nova Scotia.....	7,710	1,109	527	952	1,541	940	2,641
Male.....	6,282	872	424	791	1,310	770	2,115
Female.....	1,428	237	103	161	231	170	526
New Brunswick.....	6,223	884	431	699	1,296	817	2,096
Male.....	4,934	720	354	581	1,107	641	1,531
Female.....	1,289	164	77	118	189	176	565
Quebec.....	49,364	7,397	4,364	7,243	8,872	6,701	14,787
Male.....	30,462	4,514	2,586	4,416	5,288	4,168	9,390
Female.....	18,902	2,883	1,778	2,827	3,484	2,533	5,397
Ontario.....	33,166	7,399	2,717	4,467	5,085	3,256	10,242
Male.....	18,091	4,334	1,452	2,344	2,516	1,702	5,743
Female.....	15,075	3,065	1,265	2,123	2,569	1,554	4,499
Manitoba.....	6,828	830	361	666	1,415	884	2,672
Male.....	3,096	262	131	294	634	376	1,399
Female.....	3,732	568	230	372	781	508	1,273
Saskatchewan.....	2,144	278	139	207	319	244	957
Male.....	1,106	127	68	99	158	115	539
Female.....	1,038	151	71	108	161	129	418
Alberta.....	5,683	2,017	245	769	920	490	1,247
Male.....	4,504	1,854	157	653	712	321	807
Female.....	1,184	163	88	116	208	169	440
British Columbia.....	14,716	2,778	1,447	1,577	2,192	1,604	5,118
Male.....	9,456	1,992	1,143	967	1,277	905	3,172
Female.....	5,260	786	304	610	915	699	1,946
TOTAL.....	126,643	22,853	10,291	16,665	21,820	15,014	40,000
MALE.....	79,581	14,812	6,365	10,216	13,253	9,064	24,871
FEMALE.....	48,062	8,041	3,926	6,449	8,567	5,950	15,129

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO JUNE, 1950

Month	1942	1943	1944	1945	1946	1947	1948 ⁽¹⁾	1949 ⁽¹⁾	1950 ⁽¹⁾
January.....		4,637	11,751	20,412	71,932	63,681	109,311	140,305	196,624
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759	125,511
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402	133,404
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979	90,123
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692	83,082
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114	62,048
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586	
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750	
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	59,080	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	77,091	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	124,889	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	150,483	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	1,057,127	690,792

⁽¹⁾ Revised claims included. See Table E-4 for analysis of claims filed at local offices.

TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, JUNE, 1950

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	440 (1,503)	330 (877)	22 (115)	88 (511)	200 (1,412)	188 (872)	2 (21)	141 (2,361)
Prince Edward Island.....	201	115	71	15	170	38		35
Nova Scotia.....	3,207	1,648	1,053	506	2,660	770	37	633
New Brunswick.....	2,318	1,167	772	379	2,249	528	14	480
Quebec.....	22,233	11,572	7,017	3,644	18,162	5,766	229	4,804
Ontario.....	18,902	9,613	5,951	3,338	14,629	5,201	370	3,557
Manitoba.....	3,287	1,504	781	1,002	3,628	1,126	64	441
Saskatchewan.....	1,042	463	272	307	743	364	30	142
Alberta.....	2,428	1,441	600	387	1,624	566	29	864
British Columbia.....	7,990	3,343	3,549	1,098	6,225	2,081	101	1,578
Total Canada, June, 1950...	62,048	31,196	20,088	10,764	50,290	16,628 ⁽¹⁾	876	12,675
Total Canada, May, 1950...	83,082	47,150	24,469	11,463	63,964	21,165 ⁽²⁾	1,324	18,986
Total Canada, June, 1949...	53,114	28,910	15,873	8,331	42,080	11,633 ⁽³⁾	929	12,677

(1) In addition, there were 565 special requests not granted.

(2) In addition, there were 692 special requests not granted.

(3) In addition, there were 369 special requests not granted.

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of June, 1949	Month of June, 1950	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	3,804	5,857	28,568
Not unemployed.....	473	2,268	7,139
Not capable of and not available for work.....	911	1,484	3,752
Loss of work due to a labour dispute.....	342	41	995
Refused offer of work and neglected opportunity to work.....	1,581	1,671	4,153
Discharged for misconduct.....	541	679	2,269
Voluntarily left employment without just cause.....	3,018	3,716	11,511
Other reasons (1).....	963	912	2,681
Total.....	11,633	16,628	61,068

(1) These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK JUNE 24 TO 30 INCLUSIVE, AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT OF BENEFIT PAID DURING MONTH OF JUNE 1950

Province	Number Receiving Benefit During Week June 24-30, inclusive	Number Commencing Benefit During Month of June, 1950	Number of Days Benefit Paid	Amount of Benefit Paid (in Dollars)
Newfoundland.....	181 (4,132)	133 (1,604)	7,214 (239,490)	18,279 (482,710)
Prince Edward Island.....	322	142	11,038	23,383
Nova Scotia.....	5,171	2,373	173,692	424,621
New Brunswick.....	3,839	2,235	140,707	339,261
Quebec.....	36,970	14,393	1,047,906	2,405,010
Ontario.....	24,248	10,270	680,721	1,575,861
Manitoba.....	6,071	3,890	213,640	476,429
Saskatchewan.....	1,542	645	53,755	120,705
Alberta.....	2,926	1,321	89,637	218,190
British Columbia.....	11,557	5,379	323,893	777,187
Total, Canada, June, 1950.....	92,827	40,781	2,742,203	6,378,926
Total, Canada, May, 1950.....		56,868	4,004,678	9,586,658
Total, Canada, June, 1949.....		32,211	1,855,753	4,113,254

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JUNE 30, 1950

Fiscal Year Ended March 31	RECEIPTS										DISBURSEMENTS						BALANCE
	CONTRIBUTIONS (Gross less refunds)				Government Refund Re. Supp. Ben. Class 3 and 4		Fines		Interest on Investments and Profit on Sale of Securities		Total Revenue		BENEFIT PAYMENTS				
	Employer and Employee		Government		\$	cts.	\$	cts.	\$	cts.	\$	cts.	Supplementary	Total	\$	cts.	
	\$	cts.	\$	cts.													
1942.....	36,435,609 05	7,287,121 81					269,263 74	43,991,999 60	27,752 92			27,752 92			\$	cts.	43,964,246 68
1943.....	57,434,651 43	11,487,057 90			638 11		1,840,448 56	70,762,796 00	716,012 75			716,012 75					114,011,029 93
1944.....	61,720,785 00	12,344,421 74			1,323,67		3,972,047 14	78,038,577 55	1,721,666 29			1,721,666 29					190,327,941 19
1945.....	63,728,855 44	12,746,179 30			2,041 02		6,195,826 42	82,673,002 18	4,966,483 51			4,966,483 51					268,034,459 86
1946.....	62,566,589 60	12,513,778 66			2,303 66		6,116,768 84	81,199,440 82	31,993,240 34			31,993,240 34					317,240,660 34
1947.....	76,015,030 91	15,203,457 58			3,820 43		7,529,885 56	98,752,294 48	43,114,329 18			43,114,329 18					372,878,625 64
1948.....	83,870,834 47	16,366,400 70			5,322 60		9,560,776 12	109,803,333 89	34,947,020 32			34,947,020 32					447,731,939 21
1949.....	98,581,559 98	20,924,013 71			8,359 08		12,113,317 56	131,627,250 33	49,826,752 16			49,826,752 16					529,535,437 38
1950.....	104,432,415 94	20,091,322 20			17,731 42		14,391,257 71	138,935,737 27	85,006,136 24			85,006,136 24	818,065 89				582,646,972 52
April.....	9,012,614 76	1,799,207 99			1,675 00		1,207,873 23	12,091,371 01	11,882,510 62			11,882,510 62	2,487,558 22				580,328,974 69
May.....	8,250,223 46	1,680,025 60			2,867 00		1,207,873 23	11,194,514 79	9,583,289 19			9,583,289 19	900,879 87				580,959,629 42
June.....	*8,612,676 56	1,722,243 56			3,401 00		1,207,018 15	11,545,344 30	6,374,712 79			6,374,712 79	281,441 50				585,848,819 43
SUB-TOTAL.....	25,875,514 14	5,171,482 15			8,043 00		3,622,764 61	34,691,230 10	27,810,503 60			27,810,503 60	3,678,879 59				585,848,819 43
TOTAL.....	670,661,846 72	134,138,245 75			49,582 99		65,612,561 26	870,475,662 22	280,129,897 31			280,129,897 31	4,496,945 48				585,848,819 43

*Stamps \$4,386,407.11 Meter \$1,082,783.64 Bulk \$2,949,631.65 Arm. Serv. \$193,854.19 Total \$8,612,676.59.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1915.....		80.7	93.7	69.8	73.8	96.4	70.0		
1916.....		87.0	103.9	70.6	75.4	109.8	74.1		
1917.....		102.4	134.3	75.8	83.8	129.1	80.7		
1918.....		115.6	154.2	80.0	92.6	151.0	90.3		
1919.....		126.5	164.8	87.3	100.7	173.6	100.0		
1920.....		145.4	189.5	100.1	120.2	211.9	109.3		
1921.....		129.9	145.5	109.4	128.1	172.0	111.4		
1922.....		120.4	123.3	114.0	122.7	145.7	111.4		
1923.....		120.7	124.1	116.9	122.5	143.8	110.7		
1924.....		118.8	121.6	117.4	118.9	140.8	108.6		
1925.....		119.8	127.2	117.4	116.8	140.3	106.5		
1926.....		121.8	133.3	115.9	116.8	139.1	106.1		
1927.....		119.9	130.8	114.5	114.4	135.6	105.1		
1928.....		120.5	131.5	117.3	113.2	135.5	104.8		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1930.....		120.8	131.5	122.7	111.8	130.6	105.4		
1931.....		109.1	103.1	119.4	110.0	114.3	103.3		
1932.....		99.0	85.7	109.7	106.8	100.6	100.4		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1934.....		95.6	92.7	93.1	102.1	97.1	97.8		
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	63.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	69.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
April.....	60.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
October.....	68.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	182.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	185.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JULY 1950

(Base: August 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	July 2, 1949	June 1, 1950	July 3, 1950						
Halifax.....	155.6	156.4	158.5	212.0	117.4	132.6	192.1	155.1	123.1
St. John.....	158.5	161.8	164.0	206.0	122.4	134.8	196.9	163.3	131.3
Montreal.....	165.9	169.0	171.6	224.0	135.0	135.5	172.8	170.8	130.6
Toronto.....	157.8	162.1	164.2	208.2	136.9	156.1	179.5	162.0	130.9
Winnipeg.....	157.0	160.1	161.9	214.3	128.8	121.9	175.5	169.3	125.4
Saskatoon.....	163.5	165.0	166.4	221.1	126.1	140.8	186.2	172.7	123.3
Edmonton.....	158.4	161.3	163.4	223.9	120.7	114.6	185.0	161.4	129.3
Vancouver.....	163.6	167.0	169.0	221.4	124.4	140.5	189.1	163.2	136.3

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Dec 1941	July 1945	July 1946	July 1948	July 1949	June 1950	July 1950	Price July 1950
Beef, sirloin steak.....	lb.	120.7	154.5	157.7	244.1	260.9	303.4	314.9	87.6
Beef, round steak.....	lb.	125.7	167.5	170.9	270.5	290.7	337.2	350.2	83.5
Beef, rolled rib roast, prime.....	lb.	125.5	173.9	178.7	270.0	291.7	333.1	344.2	80.5
Beef, blade roast, blade removed.....	lb.	132.7	161.6	164.1	279.2	313.2	362.6	375.3	61.8
Beef, stewing, boneless.....	lb.	136.7	168.3	170.6	300.9	349.2	404.3	418.7	58.3
Veal, front roll, boneless.....	lb.	139.3	173.4	174.6	256.2	318.3	345.8	352.8	60.4
Lamb, leg roast.....	lb.	109.9	162.0	167.6	229.9	272.2	302.2	322.5	92.1
Pork, fresh loins, centre cut.....	lb.	125.3	143.8	161.5	223.7	241.0	238.1	242.2	65.2
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	163.8	239.4	271.9	267.3	277.5	51.7
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	141.5	161.8	220.4	234.9	221.4	222.2	82.7
Lard, pure, package.....	lb.	151.3	157.0	177.2	239.5	192.1	189.2	188.3	20.9
Shortening, package.....	lb.	134.7	137.5	140.3	211.1	221.5	218.8	219.5	31.5
Eggs, grade "A" Large, carton.....	doz.	156.4	140.5	148.4	182.4	201.7	160.8	193.3	59.5
Milk.....	qt.	111.0	95.4	114.7	159.6	164.2	166.1	166.1	18.1
Butter, creamery, prints.....	lb.	140.5	143.6	161.2	261.2	226.7	212.1	211.0	57.6
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	167.8	218.5	226.7	222.2	223.0	29.7
Bread plain, white, wrapped.....	lb.	106.5	106.3	106.3	150.8	165.1	165.1	165.1	10.5
Flour all purpose.....	lb.	127.3	124.2	124.2	184.8	221.2	221.2	221.2	7.4
Rolled Oats, package.....	lb.	112.0	114.0	114.0	150.4	155.2	170.5	175.1	11.6
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	100.0	158.7	163.0	163.0	164.1	15.1
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	136.8	138.7	252.8	192.5	172.5	172.5	18.1
Peas, 15 oz.....	tin	117.5	121.7	121.7	152.5	145.8	144.9	144.9	16.4
Corn, Cream, choice, 15 oz.....	tin	128.3	132.7	133.6	197.3	186.7	170.5	170.5	15.3
Beans, dry.....	lb.	129.4	133.3	137.3	296.1	260.8	238.9	240.9	11.9
Onions, cooking.....	lb.	108.2	140.8	165.3	255.1	200.0	177.5	183.5	9.1
Potatoes, No. 1, table.....	10 lbs.	89.9	204.9	210.7	260.2	210.8	160.5	196.4	43.2
Prunes, bulk or in bag.....	lb.	115.8	120.2	139.5	174.6	187.7	204.3	205.2	23.7
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	127.8	143.0	128.5	132.6	133.2	19.6
Oranges, California.....	doz.	132.5	153.6	160.4	122.5	149.7	159.7	148.8	40.8
Lemons.....	$\frac{1}{2}$ doz.	111.3	145.2	145.5	137.2	143.7	164.8	176.1	28.0
Jam, strawberry, 16 oz.....	jar	111.3	114.5	126.6	152.8	147.3	148.5	148.5	25.1
Peaches, 20 oz.....	tin	101.5	105.1	106.6	154.8	142.1	140.1	140.6	27.2
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	131.8	148.0	142.1	141.4	141.4	18.9
Corn Syrup, 2 lb.....	tin	138.0	158.2	164.7	192.1	179.3	178.1	178.7	30.4
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	132.3	149.2	150.8	164.8	164.8	10.4
Sugar, yellow, in branded package.....	lb.	131.3	134.9	134.9	154.0	155.6	171.4	171.4	10.9
Coffee, medium quality, in bag.....	lb.	141.6	131.4	132.5	182.8	188.8	271.2	272.3	93.9
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.1	176.5	180.6	181.0	53.0

* Descriptions and units of sale apply to July, 1950 prices.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	1949	June 1949	April 1950	May 1950	June 1950
All Commodities	64.0	127.4	155.9	97.3	95.6	67.1	75.4	99.9	103.6	129.1	153.4	137.0	156.3	160.1	161.8	165.0
Classified According to Chief Component Material—																
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	56.3	63.7	77.0	97.0	115.1	135.4	141.1	142.4	146.4	148.5	149.0
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	131.8	168.7	167.2	169.1	166.8	166.9	173.0
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	94.8	128.8	157.0	161.0	162.0	162.4	164.5	165.4
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	92.9	62.8	70.2	96.0	120.0	162.4	186.2	175.5	186.2	192.5	194.7	201.0
V. Iron and Its Products.....	68.9	156.9	163.4	104.6	93.7	85.4	98.5	111.5	117.1	137.9	139.2	144.0	137.4	180.0	181.2	182.4
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	121.4	140.6	134.0	135.6	137.4	144.1	158.2
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	111.5	133.5	136.5	134.1	149.2	149.1	149.3
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.9	120.1	123.6	122.0	117.2	117.5	118.0
Classified According to Purpose—																
I. Consumers' Goods.....	62.0	102.7	116.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	132.9	144.0	145.1	145.5	147.2
Foodstuffs, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	152.3	154.4	157.5	154.6	155.5	158.7
Other Consumer's Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	113.9	133.2	136.9	136.5	138.8	138.9	139.5
II. Producers' Goods.....	67.7	133.3	164.8	98.5	96.1	61.1	70.4	83.6	100.7	199.3	153.9	159.0	156.8	155.6	166.3	170.8
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	88.0	95.4	105.7	119.1	133.1	155.7	161.0	158.1	164.2	164.8	165.1
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	69.5	67.6	81.1	98.7	128.9	153.7	158.7	156.6	163.5	166.5	171.4
Building and Construction.....	67.5	100.7	144.0	108.7	99.0	78.3	89.7	70.3	127.3	166.4	195.7	201.5	201.3	206.1	209.6	218.4
Manufacturers.....	69.5	148.1	177.3	105.8	95.9	57.5	63.9	107.6	93.8	122.5	146.6	151.5	149.0	156.3	159.2	163.4
Classified According to Degree of Manufacture—																
I. All Raw (or partly manufactured).....	63.8	120.5	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	160.6	160.2	164.2	168.0	171.8
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	142.3	142.0	143.9	143.9	145.4
Canadian Farm Products—																
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	50.0	110.1	129.4	133.0	125.7	128.3	125.1	125.8	126.0
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	143.9	177.6	182.7	184.8	187.4	190.9	196.0
TOTAL	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	147.0	149.4	148.4	150.1	152.2

The indexes for 1949 are subject to revision.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh Shoulder, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—				b	b					
1—Charlottetown.....	78·0	73·6	67·7	54·0	51·0			62·0	53·6	.....
Nova Scotia—										
2—Halifax.....	88·1	83·4	81·8	60·7	60·3			65·6	53·5	86·6
3—New Glasgow.....	87·6	81·6	76·7	b 60·0	58·3			65·1	54·3	85·0
4—Sydney.....	92·0	89·6	75·0	.....	55·5			70·5	55·0	88·2
5—Truro.....	81·7	71·2	.....	b 53·7	51·7			65·0	.....	81·4
New Brunswick—				b.						
6—Fredericton.....	82·2	71·7	72·0	51·4	47·3	54·5		59·9	44·3	82·4
7—Moncton.....	82·4	78·0	76·1	b 56·3	50·0		76·3	65·9	52·7	82·0
8—Saint John.....	92·1	84·2	b 80·1	b 61·4	58·3	56·0		67·1	52·6	83·9
Quebec—										
9—Chicoutimi.....	98·7	90·0	.....	63·7	.....		75·0	63·0	53·7	83·6
10—Hull.....	85·0	82·9	73·8	59·9	54·1	52·8	.....	62·2	49·4	75·6
11—Montreal.....	96·4	90·6	84·1	59·3	56·9	53·5	83·8	60·9	50·4	74·7
12—Quebec.....	93·6	90·8	75·7	56·2	50·7	54·4	81·5	52·5	46·4	76·5
13—St. Hyacinthe.....	79·8	77·4	73·9	55·8	49·3	58·3	.....	60·0	48·7	73·0
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	77·6
15—Sherbrooke.....	87·3	83·3	73·7	55·5	49·3	.....	.....	60·5	54·4	81·7
16—Sorel.....	82·9	80·4	73·3	54·2	48·2	.....	.....	66·0	46·3	77·8
17—Thetford Mines.....	80·0	80·0	.....	.....	.....	.....	.....	.....	44·5	.....
18—Three Rivers.....	98·7	86·0	71·7	51·3	47·1	.....	.....	59·5	48·7	78·7
Ontario—				b						
19—Belleville.....	81·7	80·3	76·3	60·3	58·0	.....	.....	63·3	48·7	78·4
20—Brantford.....	87·3	83·5	81·4	65·9	58·9	60·2	.....	67·7	49·1	80·8
21—Brockville.....	87·2	84·3	88·7	b 63·0	58·3	54·3	.....	67·5	53·0	80·8
22—Chatham.....	92·3	88·1	85·2	b 65·8	62·4	.....	95·3	71·1	55·2	80·3
23—Cornwall.....	87·8	83·0	82·3	61·7	61·2	.....	.....	67·7	55·8	79·9
24—Fort William.....	83·7	79·3	80·8	61·3	58·5	.....	.....	64·2	.....	83·7
25—Galt.....	87·8	85·0	79·8	64·6	59·8	.....	.....	65·8	50·3	80·8
26—Guelph.....	89·2	86·3	86·7	b 65·4	62·2	61·5	84·5	66·6	48·0	81·3
27—Hamilton.....	91·5	87·5	84·4	66·5	62·4	65·1	100·3	66·6	47·6	77·9
28—Kingston.....	85·4	82·3	81·2	61·7	58·0	.....	96·7	63·9	45·9	79·9
29—Kitchener.....	88·0	86·2	82·2	63·9	61·4	60·8	95·0	66·8	48·8	81·8
30—London.....	93·8	91·9	84·8	66·4	60·6	.....	98·7	66·2	50·9	82·5
31—Niagara Falls.....	90·2	86·9	84·4	64·0	61·6	.....	.....	64·7	49·5	79·9
32—North Bay.....	84·0	83·6	78·5	63·2	57·8	.....	.....	63·8	48·0	83·3
33—Oshawa.....	85·0	83·4	79·7	63·8	59·1	59·0	87·7	63·6	48·1	76·7

COAL AND RENTALS BY CITIES, JULY, 1950

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{2}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, All-purpose per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—			e							
1—Charlottetown.....	20-5	31-2	57-8	16-0	58-5	32-6	10-7	7-9	10-6	16-2
Nova Scotia—			e							
2—Halifax.....	23-5	31-7	62-6	19-0	59-1	30-5	11-2	7-8	12-6	15-7
3—New Glasgow.....	22-9	31-8	60-3	19-0	59-2	31-1	12-0	7-7	11-7	16-3
4—Sydney.....	20-3	31-1	63-9	20-0	60-2	31-0	12-0	7-8	12-3	16-5
5—Truro.....	22-3	31-3	64-2	18-0	61-0	31-8	12-0	7-8	12-3	15-4
New Brunswick—			e							
6—Fredericton.....	22-6	31-2	65-7	17-0	59-7	31-5	11-3	7-9	11-6	15-4
7—Moncton.....	21-9	31-7	65-7	17-0	59-6	30-4	11-3	8-0	12-7	15-9
8—Saint John.....	22-2	31-8	65-2	18-0	59-8	31-3	11-3	7-8	11-8	15-0
Quebec—										
9—Chicoutimi.....	22-8	32-3	60-7	17-0	56-9	31-8	11-2	8-0	.....	17-3
10—Hull.....	17-9	30-1	58-7	18-0	55-0	28-9	10-0	7-0	11-1	14-4
11—Montreal.....	19-7	31-1	62-4	17-5	55-2	29-1	10-0	7-1	11-3	14-7
12—Quebec.....	18-6	30-9	61-6	17-0	55-7	30-2	9-5	7-1	11-5	15-3
13—St. Hyacinthe.....	21-0	31-4	58-4	16-0	55-8	28-1	10-0	7-4	11-7	14-9
14—St. Johns.....	19-8	32-4	63-7	16-0	55-9	30-8	8-7	7-5	12-7	15-0
15—Sherbrooke.....	22-2	30-9	63-7	17-0	55-4	30-2	10-2	7-7	11-3	15-5
16—Sorel.....	18-7	30-5	57-2	16-0	54-9	29-3	9-3	7-6	11-3	15-1
17—Thetford Mines.....	22-0	31-2	61-6	16-0	55-9	30-3	9-3	7-9	11-1	16-0
18—Three Rivers.....	19-0	31-2	62-3	17-0	54-3	29-0	8-7	7-1	12-4	15-0
Ontario—			f							
19—Belleville.....	21-1	31-4	55-4	18-0	57-4	29-3	10-0	7-7	11-7	14-8
20—Brantford.....	18-4	30-8	59-4	18-0	57-5	28-0	10-0	7-4	11-7	14-8
21—Brockville.....	21-2	31-7	60-7	18-0	57-4	28-7	10-0	7-3	11-5	14-6
22—Chatham.....	19-0	31-6	56-2	18-0	58-9	29-2	10-0	7-6	12-1	14-7
23—Cornwall.....	20-5	30-8	62-7	18-0	56-6	29-0	8-7	7-2	11-5	14-8
24—Fort William.....	20-1	30-4	57-2	20-0	57-4	30-6	10-7	7-2	11-3	15-1
25—Galt.....	18-8	31-6	58-5	18-0	57-9	28-5	10-0	7-4	11-9	14-6
26—Guelph.....	19-5	31-6	58-9	18-0	57-4	28-6	10-0	7-3	11-7	14-9
27—Hamilton.....	19-4	30-9	60-1	19-0	58-2	28-7	10-0	7-4	11-3	14-7
28—Kingston.....	19-7	31-2	60-5	18-0	55-8	29-3	9-3	7-2	12-1	14-6
29—Kitchener.....	19-7	31-6	58-1	18-0	58-1	28-7	10-0	7-6	11-2	14-7
30—London.....	20-0	31-8	57-4	18-0	58-2	29-0	10-0	7-2	11-8	14-5
31—Niagara Falls.....	19-5	31-7	62-6	19-0	59-1	29-2	10-0	7-2	11-1	14-6
32—North Bay.....	22-2	32-1	63-5	18-0	58-9	29-6	10-7	7-9	12-3	15-7
33—Oshawa.....	19-4	30-8	59-6	18-0	57-6	28-7	10-0	7-5	11-3	14-6

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh Shoulder, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	87.3	84.4	83.3	64.9	58.5	58.5	96.6	65.0	53.3 d	78.9
35—Owen Sound.....	83.0	81.5	80.2	61.7	54.3	.....	.....	62.7	47.8	83.2
36—Peterborough.....	89.6	87.4	80.0	63.1	59.9	.....	.....	67.0	49.0	77.5
37—Port Arthur.....	80.6	77.6	75.3	58.7	60.3	.....	.....	62.1	49.8	81.1
38—St. Catharines.....	91.3	87.0	.....	67.0	64.3	.....	.....	69.0	56.3	78.1
39—St. Thomas.....	88.0	85.4	83.6	64.3	60.0	55.3	.....	66.6	49.7	77.8
40—Sarnia.....	88.0	86.0	80.7	65.0	59.3	64.7	93.3	66.8	52.0	81.0
41—Sault Ste. Marie.....	87.0	85.3	79.4	63.6	65.3	.....	.....	67.4	54.7	79.4
42—Stratford.....	83.5	84.0	82.8	62.4	56.0	.....	.....	67.7	50.5	81.1
43—Sudbury.....	86.3	85.3	80.2	63.1	63.0	58.7	.....	64.3	54.4	84.6
44—Timmins.....	89.1	87.7	82.5	63.6	61.5	63.3	.....	63.5	53.0	82.9
45—Toronto.....	91.1	85.9	85.9	67.0 b	60.4	61.2	96.3	65.6	47.0	80.0
46—Welland.....	86.9	86.2	80.7	62.7 b	58.1	59.0	.....	64.6	50.3	79.3
47—Windsor.....	88.8	83.4	81.9	61.9	62.7	61.7	99.7	64.4	48.2	80.7
48—Woodstock.....	88.0	84.7	79.7	62.3	58.3	.....	.....	65.0	47.7	83.0
Manitoba—										
49—Brandon.....	88.3	85.0	.....	61.0	57.3	.....	.....	64.3	.....	86.6
50—Winnipeg.....	84.3	77.4	82.9	62.1	57.4	56.3	91.3	60.1	55.2	81.5
Saskatchewan—										
51—Moose Jaw.....	81.0	76.0	77.2 b	61.3	58.6	63.0	87.7	66.3	51.8	86.2
52—Prince Albert.....	77.2	74.0	71.7	56.7	54.8	.....	.....	63.3	53.0	84.4
53—Regina.....	81.2	77.3	79.1	62.2 b	58.3	63.1	.....	65.9	53.2 d	89.3
54—Saskatoon.....	75.6	72.4	72.9	56.7	55.3	65.7	.....	64.7	52.3	86.2
Alberta—										
55—Calgary.....	85.8	81.5	83.9	65.6	59.8	69.0	94.5	62.2	55.8	86.1
56—Drumheller.....	88.7	85.0	82.0	64.7 b	60.3	.....	.....	64.0	51.8	88.5
57—Edmonton.....	83.0	77.8	80.5	56.6	57.7	62.7	92.2	62.6	50.3	87.8
58—Lethbridge.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	89.0
British Columbia—										
59—Nanaimo.....	94.3	86.3	87.7	.....	63.0	.....	92.7	71.7	61.0	90.0
60—New Westminster.....	91.9	84.9	80.7	65.1	63.7	65.0	.....	70.4	56.7	93.1
61—Prince Rupert.....	98.3	95.0	97.7	65.7	64.3	.....	.....	70.7	66.0	95.3
62—Trail.....	95.1	86.5	82.9	66.6	63.2	.....	.....	71.0	57.2	98.7
63—Vancouver.....	97.5	87.2	93.4	71.7	64.4	70.9	106.2	69.7	56.5	93.6
64—Victoria.....	100.5	90.5	88.6	67.6	69.4	73.0	100.5	72.1	57.9	88.3

COAL AND RENTALS BY CITIES, JULY, 1950

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade 'A' large, carton per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{2}$ lb package	Bread, plain, white, wrapped, per lb.	Flour, All-purpose per lb	Roll'd Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	19-9	31-3	61-7	18-0	57-3	29-2	10-0	7-3	11-6	14-6
35—Owen Sound.....	19-8	31-5	56-4	18-0	58-1	28-4	10-0	7-5	11-8	15-0
36—Peterborough.....	19-2	30-7	58-4	18-0	57-4	28-8	10-0	7-3	10-9	13-8
37—Port Arthur.....	20-7	30-6	59-2	20-0	57-3	30-2	10-7	7-0	11-3	15-5
38—St. Catharines.....	19-5	31-0	63-3	19-0	57-9	28-1	10-0	7-1	11-3	14-2
39—St. Thomas.....	19-9	31-6	58-0	18-0	58-6	29-7	10-0	7-5	12-1	14-9
40—Sarnia.....	19-4	32-1	58-0	18-0	59-2	29-9	10-0	7-7	11-5	14-9
41—Sault Ste. Marie.....	21-8	31-3	63-6	20-0	58-4	29-9	10-7	7-5	11-0	14-8
42—Stratford.....	20-9	32-4	56-3	18-0	58-1	28-9	10-0	7-2	11-3	15-0
43—Sudbury.....	20-1	31-5	64-0	20-0	57-8	29-2	10-7	7-9	12-2	15-4
44—Timmins.....	21-6	32-1	62-5	20-0	57-2	29-4	11-3	7-6	11-2	15-5
45—Toronto.....	20-3	31-2	60-4	19-0	57-4	27-9	10-0	7-2	11-2	14-1
46—Welland.....	19-5	31-8	60-7	19-0	58-7	28-8	10-0	7-1	11-1	14-3
47—Windsor.....	19-6	31-4	59-5	19-0	57-9	29-1	10-0	7-4	11-6	14-9
48—Woodstock.....	19-8	31-3	56-3	18-0	57-3	29-3	10-0	6-7	11-9	14-5
Manitoba—										
49—Brandon.....	22-0	32-0	52-7	16-0	55-8	31-0	10-7	7-4	11-7	15-6
50—Winnipeg.....	21-4	31-4	55-2	17-0	55-8	30-1	12-0	7-0	11-0	14-9
Saskatchewan—										
51—Moose Jaw.....	21-3	32-0	48-7 ^e	18-0	55-0	29-1	11-2	7-1	10-5	15-3
52—Prince Albert.....	22-4	33-2	52-7	18-0	55-8	29-8	9-6	7-4	11-0	15-1
53—Regina.....	22-1	33-6	51-0	18-0	54-4	30-6	11-2	7-2	11-5	15-1
54—Saskatoon.....	21-6	33-6	52-0	18-0	55-1	29-5	10-4	7-0	11-2	14-7
Alberta—										
55—Calgary.....	21-5	33-4	55-3	19-0	57-0	29-8	11-2	7-2	11-3	15-0
56—Drumheller.....	23-4	35-0	56-0	20-0	58-9	30-7	11-2	7-7	11-9	15-8
57—Edmonton.....	22-3	33-7	52-2 ^e	18-0	56-7	30-0	10-4	7-1	11-3	14-7
58—Lethbridge.....	20-7	32-4	56-0	18-0	57-0	29-3	11-2	7-3	11-0	14-6
British Columbia—										
59—Nanaimo.....	23-8	30-5	60-7	19-0	61-3	30-9	13-9	7-1	11-4	15-0
60—New Westminster.....	22-9	28-2	59-7	19-0	59-3	29-2	12-8	7-2	11-5	14-9
61—Prince Rupert.....	24-6	31-8	63-7	25-0	61-3	33-5	14-0	7-9	12-3	15-9
62—Trail.....	24-7	34-3	61-5	20-0	59-6	30-6	13-0	7-5	11-2	15-0
63—Vancouver.....	23-0	28-6	59-8	17-0	59-4	29-7	12-8	7-3	11-2	14-7
64—Victoria.....	24-3	29-4	63-1	19-0	59-9	30-2	12-8	7-6	11-7	14-9

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb	Onions, cooking, per lb	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bag per lb	Raisins, Australian seedless, bulk, or in bag per lb.	Oranges, California per dozen	Lemons, 300's per $\frac{1}{2}$ dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2 $\frac{1}{2}$'s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	20-0	.....	15-6	11-4	9-7	22-7	24-4	20-0	49-8	37-3	50-3
Nova Scotia—											
2—Halifax.....	20-9	17-3	16-3	11-4	8-9	36-2	25-2	17-8	41-7	26-8	50-2
3—New Glasgow.....	21-3	.....	16-1	10-6	9-4	28-3	26-0	.....	45-6	27-5	48-6
4—Sydney.....	20-4	16-4	16-4	10-4	9-8	30-7	27-6	19-1	44-1	31-4	48-3
5—Truro.....	19-4	16-7	15-7	10-6	9-2	28-2	25-8	18-3	42-3	28-3	50-5
New Brunswick—											
6—Fredericton.....	19-3	17-6	18-3	11-3	9-6	25-3	23-2	19-5	46-2	27-3	48-6
7—Moncton.....	17-7	16-7	14-5	10-7	9-7	27-7	26-1	.....	43-5	28-6	50-6
8—Saint John.....	17-6	16-1	15-0	11-2	9-3	26-0	24-3	19-2	42-9	27-4	48-9
Quebec—											
9—Chicoutimi.....	16-5	15-7	.....	12-0	11-4	32-5	19-5	23-6	43-5	27-6	.....
10—Hull.....	14-9	16-0	.....	10-3	9-5	34-4	24-3	19-1	37-5	25-6	47-2
11—Montreal.....	14-2	12-5 ^e	13-1 ^e	11-3	9-5	32-2	22-9	18-5	40-2	25-6	48-2
12—Quebec.....	15-0	16-6	14-8	10-7	9-7	30-3	22-2	19-3	42-6	27-6	49-5
13—St. Hyacinthe.....	14-3	16-9	14-9	10-0	8-8	32-1	23-6	18-9	40-2	27-1	48-0
14—St. Johns.....	14-9	.....	.....	10-6	9-9	30-4	23-7	19-3	44-1	29-0	45-8
15—Sherbrooke.....	14-6	15-1	.....	10-1	9-2	28-1	26-4	19-6	42-3	24-4	49-1
16—Sorel.....	14-9	15-3	.....	10-7	9-8	40-0	21-0	18-3	41-4	25-2	44-3
17—Thetford Mines.....	15-7	.....	.....	10-8	9-4	33-0	24-5	20-6	43-5	26-0	48-0
18—Three Rivers.....	15-2	.....	.....	10-2	9-6	33-3	21-9	19-7	42-9	26-8	47-6
Ontario—											
19—Belleville.....	17-0	14-6	15-5	12-8	9-3	46-4	.....	19-3	36-0	27-0	47-3
20—Brantford.....	17-8	15-6	14-5	11-1	8-7	43-7	23-5	18-4	36-0	25-8	46-5
21—Brockville.....	16-3	17-5	14-9	12-2	9-6	40-9	25-0	.....	41-4	26-9	47-2
22—Chatham.....	18-1	15-5	13-9	10-6	9-2	45-9	23-0 ^m	20-0 ^j	36-0	25-2	48-0
23—Cornwall.....	17-7	16-0	14-8	11-4	9-4	30-9	24-0 ^m	22-7 ⁱ	37-8	23-8	46-6
24—Fort William.....	17-3	17-5	14-7	11-8	8-7	49-5	22-3 ^m	22-7 ⁱ	41-7	30-2	49-9
25—Galt.....	16-1	18-0	13-4	10-7	9-0	52-8	25-0 ^p	19-2	35-7	27-5	45-3
26—Guelph.....	16-3	15-8	14-2 ^s	11-3	8-7	40-1	23-3 ^m	18-4	38-4	28-0	44-6
27—Hamilton.....	16-7	17-9	14-5	12-8	9-0	47-6	25-7 ^m	18-8	41-1	27-8	45-7
28—Kingston.....	16-0	15-0	14-9	12-0	9-2	37-7	23-3	18-6	40-2	25-6	47-2
29—Kitchener.....	17-3	16-8	14-5	11-0	8-6	39-0	24-3 ⁿ	19-1	36-9	28-5	46-3
30—London.....	17-1	16-7	15-0	10-9	9-3	45-9	23-7 ⁿ	18-0	37-8	26-8	45-1
31—Niagara Falls.....	15-9	16-4	14-3	11-7	8-8	41-9	23-5 ⁱ	19-2	37-5	28-5	47-2
32—North Bay.....	18-4	.....	.....	11-2	9-9	51-8	22-7 ⁱ	22-4	39-9	27-7	48-0
33—Oshawa.....	15-7	17-2	14-4 ^s	11-5	9-5	48-5	.....	18-5	39-6	28-6	46-9

COAL AND RENTALS BY CITIES, JULY, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, bulk or in bag per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	28·8	37·0	34·5	10·1	9·9	101·0 ^t	50·2		15.50	
Nova Scotia—										
2—Halifax.....	28·6	38·7	31·8	9·7	10·3	97·4	50·0		16.75	31.00-35.00
3—New Glasgow.....	28·5	43·0	33·4	10·3	10·5	101·5 ^t	50·1			
4—Sydney.....	28·6	43·5	31·9	10·5	10·8	99·7	50·3		11.85	22.00-26.00
5—Truro.....	29·5	37·8	32·8	10·1	10·5	94·3	50·1		15.70	
New Brunswick—										
6—Fredericton.....	26·3	40·9	33·0	10·2	10·0	96·0	50·0		16.80	23.00-27.00
7—Moncton.....	28·5	39·6	32·4	10·5		96·7	49·9		16.47	
8—Saint John.....	27·8	37·4	31·7	10·1	10·1	94·5	50·5		17.25	23.50-27.50
Quebec—										
9—Chicoutimi.....	31·0	41·7	35·0	10·7	10·4	107·0 ^t	55·2	25.37		
10—Hull.....	25·9	37·4	28·4	9·9	9·8	93·2	53·4	24.50		
11—Montreal.....	27·6	38·5	28·3	9·7	10·4	95·0	54·4	25.85		28.50-32.50
12—Quebec.....	27·8	41·0	29·7	9·9	9·9	97·0	55·2	24.50		33.00-37.00
13—St. Hyacinthe.....	27·7	37·6	28·9	9·7	9·5	96·2	54·2	25.75		
14—St. Johns.....	27·5	38·0	30·4	9·6	9·3	98·8	56·2	23.00		
15—Sherbrooke.....	28·2	38·5	29·1	9·7	9·9	98·4	55·7	25.00		25.50-29.50
16—Sorel.....	27·0	39·1	30·0	9·7	9·5	94·6	53·3	23.75		
17—Thetford Mines.....	26·8	38·5	31·6	9·9	9·7	93·5	53·0	26.50		
18—Three Rivers.....	26·2	39·4	29·2	10·0	9·8	98·0	55·2	24.25		
Ontario—										
19—Belleville.....		35·0	29·0	10·4	10·8	99·0	54·0	24.00		
20—Brantford.....	26·1	33·0	28·3	10·0	10·4	90·6	54·6	23.50		24.50-28.50
21—Brockville.....		37·8	28·7	9·9	10·3	95·6	54·3	24.25		
22—Chatham.....	26·0	35·8	29·2	10·3	11·0	91·5	54·3	24.00		
23—Cornwall.....	26·7	36·8	28·7	9·8	10·0	99·3	54·6	25.50		
24—Fort William.....	26·3	37·8	30·7	10·9	11·2	90·1	52·3	26.00		31.50-35.50
25—Galt.....	25·3	34·6	28·2	10·5	10·9	93·7	54·3	24.50		
26—Guelph.....	26·0	32·4	27·8	10·0	10·3	92·5	54·4	23.50		
27—Hamilton.....	25·5	32·8	28·0	10·0	10·8	92·1	54·6	23.00		33.00-37.00
28—Kingston.....	28·0	34·4	28·1	9·8	10·0	91·5	52·5	24.50		37.00-41.00
29—Kitchener.....	26·1	35·4	27·1	10·2	10·4	91·8	55·6	23.50		32.50-36.50
30—London.....	26·7	36·4	28·4	10·5	10·7	94·1	54·1	24.00		31.00-35.00
31—Niagara Falls.....		36·0	28·4	10·2	11·3	91·3	55·0	23.50		
32—North Bay.....		38·7	30·3	11·0	11·3	102·6	54·0	26.25		
33—Oshawa.....	^s 27·7	41·7	27·1	10·0	10·3	93·7	54·1	24.00		

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bag per lb.	Raisins, Australian seedless, bulk, or in bag per lb.	Oranges, California per dozen	Lemons, 300's per ½ dozen	Jam, strawberry, with pectin per 32 oz jar
	Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	15.3	14.1	14.0	10.8	9.2	36.3	24.7	18.0	37.5	26.3	47.6
35—Owen Sound.....	17.1	15.6	15.4	11.4	8.4	41.1	19.8	18.7	39.3	27.5	47.5
36—Peterborough.....	16.3	17.8	.....	12.3	9.6	49.0	23.7	18.7	35.4	26.0	47.5
37—Port Arthur.....	17.1	18.2	15.4	12.4	8.8	44.1	24.8	23.9	41.7	29.5	48.2
38—St. Catharines.....	17.6	16.0	13.7	11.5	9.1	43.7	.....	18.7	36.9	27.0	45.0
39—St. Thomas.....	17.6	17.6	15.4	10.3	9.0	48.1	24.3	19.2	37.5	28.2	47.1
40—Sarnia.....	17.4	16.5	15.7	12.4	7.8	47.0	.....	18.3	39.0	29.0	47.0
41—Sault Ste. Marie.....	16.9	18.5	.....	11.3	8.7	41.5	26.7	18.6	37.8	29.8	48.4
42—Stratford.....	19.0	16.7	15.1	11.9	9.0	54.2	.....	17.8	38.7	27.9	46.9
43—Sudbury.....	16.0	16.3	14.9	10.5	9.0	45.3	23.4	.....	37.2	30.1	49.5
44—Timmins.....	17.3	16.6	15.7	11.7	10.9	41.2	23.7	19.8	42.6	29.0	47.5
45—Toronto.....	16.3	17.1	13.3	12.6	8.7	45.9	23.1	17.7	38.7	25.4	44.3
46—Welland.....	15.9	14.4	14.8	12.0	8.2	44.1	20.7	17.9	40.5	26.4	46.2
47—Windsor.....	16.7	16.7	15.2	10.5	7.8	45.5	21.7	18.7	37.5	28.7	47.7
48—Woodstock.....	18.5	16.8	14.5	11.1	8.7	44.7	.....	18.0	37.5	27.4	45.5
Manitoba—											
49—Brandon.....	20.0	.....	17.0	13.6	9.6	48.7	24.5	20.8	43.2	29.7	k 63.0
50—Winnipeg.....	18.4	16.4	15.4	13.3	7.9	50.8	23.0	20.4	42.6	29.4	k 60.8
Saskatchewan—											
51—Moose Jaw.....	20.3	15.0	17.8	.....	9.6	.....	.....	.....	44.7	30.0	.....
52—Prince Albert.....	21.5	17.3	.....	12.5	9.8	55.8	23.1	21.1	43.5	34.1	k 59.8
53—Regina.....	21.5	16.5	16.2	12.9	9.0	60.2	24.0	20.3	43.5	31.6	k 65.2
54—Saskatoon.....	20.8	.....	13.9	12.4	9.1	63.2	24.7	20.3	46.5	35.1	k 59.4
Alberta—											
55—Calgary.....	21.2	14.9	15.6	12.5	9.3	61.9	23.3	19.6	43.5	31.3	57.9
56—Drumheller.....	23.7	14.4	16.8	13.0	9.8	54.2	.....	21.0	41.7	30.3	.....
57—Edmonton.....	22.1	16.3	15.7	12.9	9.6	60.4	23.7	20.3	42.6	30.0	k 58.1
58—Lethbridge.....	20.5	.....	13.8	14.7	8.7	59.0	23.8	.....	36.9	29.0	.....
British Columbia—											
59—Nanaimo.....	21.4	18.8	16.5	15.1	7.8	51.7	24.5	20.0	39.0	m 27.0	k 57.0
60—New Westminster.....	20.3	17.4	15.3	13.6	7.0	51.2	22.1	19.9	33.6	m 22.9	k 56.2
61—Prince Rupert.....	23.3	19.3	17.9	15.3	8.8	63.5	24.5	21.8	47.1	m 28.0	k 61.0
62—Trail.....	25.0	.....	18.7	15.9	10.0	53.3	23.6	19.3	39.3	m 29.7	k 61.6
63—Vancouver.....	19.6	16.7	14.5	13.6	7.3	50.2	22.4	18.8	34.8	m 23.0	k 54.8
64—Victoria.....	21.7	17.5	16.8	14.5	8.5	51.2	23.2	18.6	36.9	m 24.4	k 56.0

COAL AND RENTALS BY CITIES, JULY, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, bulk or in bag per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	27.3	36.4	28.4	9.8	10.4	92.0	54.1	24.50	.....	37.50-41.50
35—Owen Sound.....	26.6	35.2	28.5	10.6	10.6	97.3	53.6	24.00	.....	.....
36—Peterborough.....	25.0	34.5	27.4	9.9	10.1	95.2	55.0	24.75	.....	.....
37—Port Arthur.....	27.3	41.7	30.1	10.5	11.1	91.9	51.0	26.00	.....	25.50-29.50
38—St. Catharines.....	.....	32.8	27.9	9.9	10.9	90.3	53.4	23.50	.....	32.50-36.50
39—St. Thomas.....	25.8	41.0	29.9	10.7	10.7	95.2	55.3	24.00	.....	.....
40—Sarnia.....	26.0	38.8	29.1	10.3	10.9	94.3	54.7	23.75	.....	.....
41—Sault Ste. Marie.....	25.7	37.6	29.9	10.7	10.4	90.4	54.7	24.00	.....	.....
42—Stratford.....	.....	36.2	29.0	10.5	10.5	91.8	53.6	24.00	.....	.....
43—Sudbury.....	26.7	37.0	30.8	10.8	11.3	90.4	54.3	25.00	.....	35.50-39.50
44—Timmins.....	26.8	40.4	30.5	10.9	11.5	93.8	54.1	26.13	.....	.....
45—Toronto.....	25.8	34.5	27.1	9.9	10.5	91.0	54.0	22.95	.....	40.50-44.50
46—Welland.....	22.6	33.4	28.0	10.2	10.4	87.9	53.6	23.25	.....	.....
47—Windsor.....	24.6	33.4	28.5	10.3	11.2	90.4	53.0	23.50	.....	31.00-35.00
48—Woodstock.....	.....	37.0	28.5	10.4	10.7	97.0	54.7	24.00	.....	.....
Manitoba—										
49—Brandon.....	30.8	43.0	33.0	11.8	12.4	97.6	52.2	.....	16.40	.....
50—Winnipeg.....	26.6	39.0	29.9	11.1	12.6	85.0	49.9	.....	17.65	33.00-37.00
Saskatchewan—										
51—Moose Jaw.....	.....	40.7	34.6	11.6	12.6	89.0	50.5	.....	14.60	.....
52—Prince Albert.....	28.4	44.8	33.9	12.2	12.8	97.8	51.2	.....	14.75	.....
53—Regina.....	29.0	41.1	33.8	11.9	12.6	95.3	51.8	.....	15.40	32.00-36.00
54—Saskatoon.....	27.8	47.2	32.7	11.7	12.7	90.3	50.3	.....	14.90	25.00-29.00
Alberta—										
55—Calgary.....	25.6	37.3	33.0	11.1	12.0	91.3	49.7	.....	12.50	31.50-35.50
56—Drumheller.....	29.7	43.0	35.6	11.8	12.6	92.4	52.7	.....	.....	25.50-29.50
57—Edmonton.....	26.9	38.7	33.1	11.1	12.5	93.7	50.8	.....	8.20	29.50-33.50
58—Lethbridge.....	26.7	39.3	33.0	10.9	12.3	87.7	51.5	.....	8.35	.....
British Columbia—										
59—Nanaimo.....	.....	34.7	30.6	10.3	11.9	93.4	52.4	.....	.....	.....
60—New Westminster.....	27.0	33.7	29.3	9.6	11.2	88.1	51.5	.....	16.80	24.00-28.00
61—Prince Rupert.....	30.5	38.1	33.3	11.0	12.3	94.3	52.9	.....	18.25	22.00-26.00
62—Trail.....	28.6	38.2	32.8	10.9	12.5	90.4	52.0	.....	16.25	.....
63—Vancouver.....	26.4	32.7	29.8	9.4	10.9	85.5	50.8	.....	17.16	29.50-33.50
64—Victoria.....	28.4	35.9	30.6	10.0	11.1	88.3	50.7	.....	18.25	24.50-28.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time.

(a). Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time.

(b). Averages include prices for cuts with bone-in. (d). Mixed—hock-off and hock-on. (e). Mixed—carton and loose. (f). Loose. (g) Estimate. (i) Mixed—California and Australia. (j) California. (k) Pure. (m) 360's. (n) Mixed—package and bulk. (p) Package. (s) Mixed—choice and fancy. (t) Tin.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzer-land	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living, Mexico City	Interim Retail Prices, Ministry of Labour	Interim Retail Prices	Retail Price Index, Statistique generale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Census Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:													
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June—Aug. 1939	1938	1936-39 =1000	Dec. 1942 =1000
1913	(a) 79.1	(b) 70.7		(b) 100	(l)				(c) 100		81.4	(d)	(e) 628
1914	79.1	71.8		(g) 123							85.5		676
1915	80.7	72.5		(h) 146							90.8		724
1916	87.0	77.9		(i) 176							99.6		786
1917	102.4	91.6		(j) 203					204		106.4		850
1918	115.6	107.5		(k) 215					222		117.7		912
1919	126.5	123.8		(l) 240					224		145.8		1019
1920	145.4	143.0		(m) 283					200		132.0		1034
1921	139.0	127.7		(n) 183					164		110.3		952
1922	120.4	119.7		(o) 172	185				162	125	106.3	(j) 1150	1010
1923	121.7	122.5		(p) 140	176				161	118	106.6		1004
1924	92.4	82.4		(q) 154	151			(k) 107.5	131	99	93.2		785
1925	101.5	89.4	100.0	(r) 158	178	108		122.5	138	103	99.9	1029	990
1926	105.7	100.2	100.7	(s) 184	205	129		141.7	151	113	103.4	1051	1035
1927	111.7	105.2	104.4	(t) 199	226	160		158.2	174	138	108.2	1111	1073
1928	118.9	125.5	109.1	(u) 201	235	285		157.5	207	279	128.8	1270	1003
1929	119.5	128.4	213.5	(v) 203	285	363		160.3	209	283	132.2	1270	1004
1930	123.6	139.3	266.7	(w) 203	281	643		162.1	208	287	134.1	1278	1008
1931	135.5	159.2	300.3	(x) 203	99	1030	4575	172.4	217	279	139.7	1309	1039
1932	155.0	171.2	318.9	(y) 108	99	1632	4347	175.3	222	281	147.8	1392	1105
1933	160.8	169.1	336.0	(z) 111	99	1818	4915	175.3	222	280	151.7	1596	1009
1934	139.5	169.0	325.9	(aa) 109	99	1857	4958	175.3	222	280	152.0	1538	1000
1935	139.2	169.5	327.9	(ab) 109	99	1781	4980	175.7	221	279	152.9		
1936	139.3	169.7	329.6	(ac) 109	99	1757	5052	175.7	222	276	154.2	1582	1002
1937	139.5	169.2	333.0	(ad) 111	99	1738	4000	175.5	222	275	154.7		
1938	160.5	169.6	333.3	(ae) 111	100	1726	4000	175.8	221	274	153.2		
1939	162.1	168.5	341.0	(af) 111	100	1715	4910	175.9	222	273	153.3		
1940	162.8	168.8	341.3	(ag) 111	100	1752	4886	176.2	222	275	153.6	1610	1014
1941	162.3	169.6	342.0	(ah) 112	100	1826	4778	176.8	221	279	153.3		
1942	162.2	168.5	341.8	(ai) 112	100	1885	4790	176.8	221	281	153.6		
1943	161.7	168.6	342.7	(aj) 113	100	1920	4753	175.3	220	282	154.2	1653	1018
1944	161.5	167.5	348.3	(ak) 113	100	1910	4735	175.8	218	282	155.8		
1945	161.6	166.9	347.0	(al) 113	100	1920	4747	176.2	217	284	155.5		
1946	163.7	167.0	347.0	(am) 113	100	1906	4682	176.2	217	287	156.4	1682	1020
1947	164.0	167.3	347.0	(an) 114	100	1922	4752	176.2	217	288	157.2		
1948	164.0	168.6		(ao) 114		1906			217	290			
1949	165.4	170.2											
1950	165.4	167.5											

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1936-39 = 1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) New series on June, 1947 base 1936-39 = 1000. (k) 1947 average is for first half of year. (l) 1947 average is for first half of year. (m) New index, base 1st quarter of 1949 = 1000. (n) 1947 average is for first half of year. (o) 1947 average is for first half of year. (p) 1947 average is for first half of year. (q) 1947 average is for first half of year. (r) 1947 average is for first half of year. (s) 1947 average is for first half of year. (t) 1947 average is for first half of year. (u) 1947 average is for first half of year. (v) 1947 average is for first half of year. (w) 1947 average is for first half of year. (x) 1947 average is for first half of year. (y) 1947 average is for first half of year. (z) 1947 average is for first half of year. (aa) 1947 average is for first half of year. (ab) 1947 average is for first half of year. (ac) 1947 average is for first half of year. (ad) 1947 average is for first half of year. (ae) 1947 average is for first half of year. (af) 1947 average is for first half of year. (ag) 1947 average is for first half of year. (ah) 1947 average is for first half of year. (ai) 1947 average is for first half of year. (aj) 1947 average is for first half of year. (ak) 1947 average is for first half of year. (al) 1947 average is for first half of year. (am) 1947 average is for first half of year. (an) 1947 average is for first half of year. (ao) 1947 average is for first half of year.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY—JULY, 1949-1950†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1950*						
January.....	9‡	9	2,456‡	2,456	39,488	0.05
February.....	10	15	2,881	3,764	26,300	0.03
March.....	13	21	4,604	5,659	25,118	0.03
April.....	10	20	1,735	2,585	14,640	0.02
May.....	14	23	2,905	3,488	23,874	0.03
June.....	17	27	1,678	2,781	30,152	0.04
July.....	18	32	4,930	6,379	50,750	0.06
Cumulative totals.....	91		21,189		210,322	0.04
1949						
January.....	10‡	10	1,811‡	1,811	9,710	0.01
February.....	7	10	6,721	7,245	71,652	0.09
March.....	9	11	1,951	6,601	136,317	0.16
April.....	9	18	2,097	7,851	138,931	0.17
May.....	15	23	4,028	10,532	173,925	0.21
June.....	16	28	4,290	11,511	141,197	0.17
July.....	12	20	7,717	12,592	58,005	0.07
Cumulative totals.....	78		28,615		729,737	0.13

* Preliminary figures.

‡ Strikes unternminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1950⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1950				
MANUFACTURING— <i>Fur and Leather Products—</i> Fur factory workers, Toronto, Ont.	1	120	1,400	Commenced June 16; for a new agreement providing for increased wages and reduced hours from 42 to 35 per week, following reference to conciliation board; terminated July 14; return of workers pending further negotiations; indefinite.
<i>Textiles, Clothing, etc.—</i> Cotton and rayon under- wear factory workers, Sherbrooke, P.Q.	1	136	2,700	Commenced May 11; for a new agreement providing for increased wages following reference to court of referees; untermintated.
<i>Miscellaneous Wood Products—</i> Furniture factory workers, Chesley, Ont.	1	14	300	Commenced June 6; for a signed agreement providing for increased wages, hospitalization plan, etc.; terminated by end of July; no settlement; in favour of employer.
Planing mill workers, Campbellton, N.B.	1	108	2,400	Commenced June 23; for a new agreement providing for increased wages, instead of proposed reduction, following reference to conciliation board; untermintated.
<i>Metal Products—</i> Washing machine factory workers, Amherst, N.S.	1	.....	.....	Commenced April 15; alleged discrimination in dismissal of three union officers; later information indicates strike terminated April 24; return of workers and replacement; in favour of employer.
Electrical apparatus factory workers, Vancouver, B.C.	1	14	250	Commenced May 11; for a new agreement providing for increased wages, reinstatement of job classification, payment for all statutory holidays, etc., following reference to conciliation board; untermintated.
Plumbing supplies factory workers, London, Ont.	2	524	3,800	Commenced May 22; for a new agreement providing for union shop, increased wages, check-off, reduced hours, pension plan, etc., following reference to conciliation board; terminated July 11 and 14; conciliation, civic, and negotiations; compromise.
Brass products factory workers, Galt, Ont.	1	36	700	Commenced June 15; for a new agreement providing for increased wages, Rand formula for union dues, payment for statutory holidays, extension of vacations with pay, following reference to conciliation board; untermintated.
Laundry machinery factory workers, Toronto, Ont.	1	32	650	Commenced June 16; for a new agreement providing for increased wages, extension of vacations with pay, additional union security, etc., following reference to conciliation board; untermintated.
Aluminum foundry workers, Etobicoke, Ont.	1	272	5,700	Commenced June 29; for a new agreement providing for increased wages and Rand formula for union dues; untermintated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1950⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1950				
MANUFACTURING— <i>con.</i> <i>Non-Metallic Minerals,</i> <i>Chemicals, etc.—</i> Match factory workers, Mission, B.C.	1	24	360	Commenced June 2; for a union agreement providing for increased wages, reduced hours, union shop, sickness and accident insurance, additional paid statutory holidays, following reference to conciliation board; terminated July 20; negotiations; compromise.
TRANSPORTATION— <i>Steam Railways—</i> Switchmen, Vancouver, B.C.	1	(3) 6	24	Commenced June 25; affected by strike in United States for increased wages and reduced hours; terminated July 6; return of workers pending settlement; indefinite.
TRADE— Department store clerks, New Westminster, B.C.	1	30	500	Commenced Aug. 27, 1949; for a union agreement providing for increased wages and other changes as recommended by majority report of conciliation board; employment conditions no longer seriously affected by the end of July; indefinite.
SERVICE— <i>Business and Personal—</i> Hotel employees, Cornwall, Ont.	8	100	450	Commenced March 9; for a union agreement providing for increased wages, reduced hours, overtime rates, vacations with pay, following reference to conciliation board; terminated July 6; return of workers; in favour of employers.
Waitresses and dishwashers, Sudbury, Ont.	2	33	800	Commenced May 11; for union recognition and agreement providing for increased wages; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1950⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During July, 1950				
MINING— Coal miners Springhill, N.S.	3	1,175	3,500	Commenced July 26; dispute over extra pay for duffing; terminated July 28; to be negotiated during shut-down of mines for two weeks' vacation; indefinite.
MANUFACTURING— <i>Rubber and Its Products</i> — Tire factory workers, curers and builders, New Toronto, Ont.	1	(4) 180	540	Commenced July 10; protesting change in piece-work rates and transfer of union steward to another shift; terminated July 12; conciliation, provincial; compromise, adjustment in rates.
<i>Textiles, Clothing, etc.</i> — Knitting factory workers, St. Jerome, P.Q.	1	(5) 504	9,800	Commenced July 6; for implementa- tion of award of arbitration board for increased wages in new agree- ment under negotiations; untermi- nated.
<i>Miscellaneous Wood Products</i> — Sawmill workers, Nanaimo, B.C.	1	224	896	Commenced July 3; protesting re- placement of three watchmen by Corps of Commissionaires; termi- nated July 6; return of workers pending reference to arbitration; indefinite.
Furniture factory workers, Nicolet, P.Q.	1	57	57	Commenced July 10; for an increase in wages of 5c per hour as provided in cost-of-living-wage clause in agreement; terminated July 10; negotiations; in favour of workers.
Shingle mill workers, New Westminster, B.C.	1	50	350	Commenced July 14; for settlement of grievance (to have kiln cars brought closer to packing benches to eliminate extra work); termi- nated July 25; return of workers pending settlement; indefinite.
<i>Metal Products</i> — Can and canning equipment factory workers, Toronto and New Toronto, Ont.	3	(6) 564	7,400	Commenced July 12; for a new agree- ment providing for increased wages following reference to conciliation board; un-terminated.
Electrical apparatus factory workers, welders, Peterborough, Ont.	1	12	50	Commenced July 14; against suspen- sion of four welders for refusal to do certain repair work; terminated July 21; return of workers; in favour of employer.
Steel mill ironworkers and pipefitters, Sault Ste. Marie, Ont.	1	95	400	Commenced July 16; for adjustment of work schedule on five-day week; terminated July 20; return of workers; in favour of employer.
Foundry workers, moulders, Sackville, N.B.	1	(7) 33	114	Commenced July 19; dispute with shop foreman over working con- ditions; provisionally terminated July 21; settlement to be negotiated during shutdown of plant for two weeks' vacation; indefinite.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, JULY, 1950⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During July, 1950				
MANUFACTURING—con. <i>Metal Products—con.</i> Structural steel fabricators, Windsor, Ont.	1	450	225	Commenced July 21; protest against alleged delay in negotiations for a new agreement providing for increased wages, pension and medical-hospitalization plan, payment for seven statutory holidays, etc; terminated July 21; return of workers pending settlement; indefinite.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Chemical factory office workers, Windsor, Ont.	1	(8) 53	900	Commenced July 6; for a new agreement providing for seniority and arbitration procedure, increased wages, etc., following reference to conciliation board; terminated July 27; conciliation, provincial, and negotiations; compromise.
CONSTRUCTION— <i>Buildings and Structures—</i> Sheet metal workers, Toronto, Ont.	3	35	350	Commenced July 17; against carpenters installing certain metal frames; terminated July 28; carpenters ceased work on frames pending reference to jurisdictional board; indefinite.
Carpenters, Victoria, B.C.	1	57	456	Commenced July 20; for a new agreement providing for increased wages and elimination of proposed work stoppage clause following reference to conciliation board; unternminated
Painters and decorators, Toronto, Ont.	44	1,200	4,800	Commenced July 25; for a new agreement providing for increased wages following reference to conciliation board; terminated July 28; conciliation, provincial; compromise.
Building trades workers, Calgary, Alta.	1	40	30	Commenced July 26; protest against working with carpenters of another union; terminated July 26; return of workers pending settlement; indefinite.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electricity and Gas—</i> Electric power production and distribution workers, Regina, Sask.	1	123	830	Commenced July 22; for a union agreement providing for job reclassification with increased wages; unternminated.
Electric power production and distribution workers, Orillia, Ont.	1	(9) 70	18	Commenced July 25; for union recognition and agreement; terminated July 25; return of workers pending settlement; indefinite.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 17 indirectly affected; (4) 1,700 indirectly affected; (5) 318 indirectly affected; (6) 155 indirectly affected; (7) 28 indirectly affected; (8) 360 indirectly affected; (9) 3,000 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1950, BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
Prime Movers (engines, shaftings, belts, etc.)		1			1			2				1	5
Working Machines					6								6
Hoisting Apparatus (elevators, conveyors, etc.)				1	1						1		3
Dangerous substances (steam, electricity, flames, explosives, etc.)	3	1		10	8	2	7	2	2		2		37
Falling against or being struck by objects		1			1			1					3
Falling objects	2	12		4	4	5					2		29
Handling of objects		5			2	1		1					9
Tools					2	2							4
Moving Trains, vehicles, watercraft, etc.	11	1		6	7	5	4	21	9		5		69
Animals	4												4
Falls of persons	2	2		7	13	9		6			5		44
Other causes (industrial diseases, infections, lightning, cave-ins, etc.)		7	1	13	11	3	4	3	1		7	1	51
Total, Second Quarter—1950	22	30	1	41	54	27	15	36	12		22	2	262
Total, Second Quarter—1949	31	38	4	39	57	38	9	47	15	1	29	3	311

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCES AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1950

INDUSTRY	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture				1	1	14	2	1	3			22
Logging			2	1	2	1				24		30
Fishing and Trapping										1		1
Mining, Non-Ferrous Smelting and Quarrying	1		5	1	5	15	1		9	4		41
Manufacturing	2		3	1	9	30	2	1		6		54
Construction			2	2	7	9	3		1	3		27
Electricity, Gas, and Water Production and Supply					4	9		1		1		15
Transportation and Public Utilities					3	20	1	1	6	5		36
Trade			1		3	7			1			12
Finance												
Service					4	6	1	2	2	6	1	22
Unclassified			1		1							2
Total	3		14	6	39	111	10	6	22	50	1	262

THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

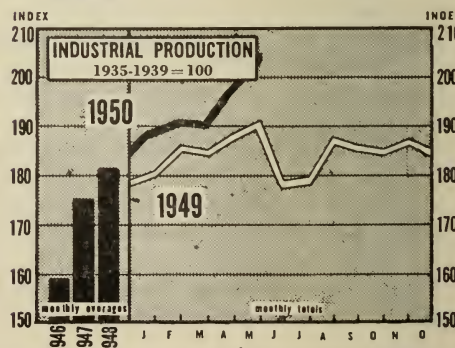
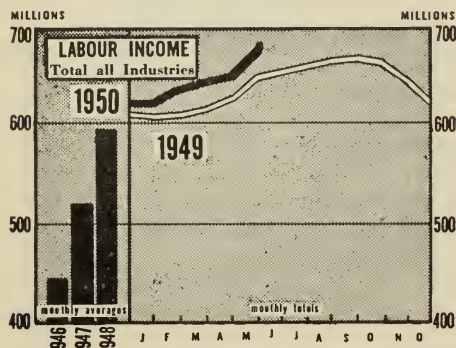
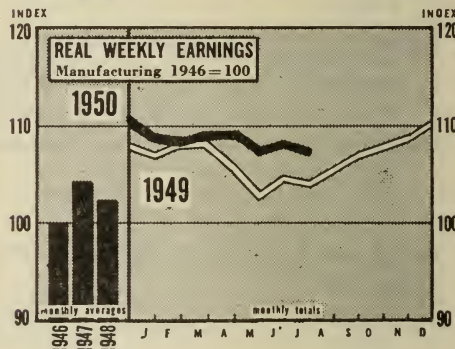
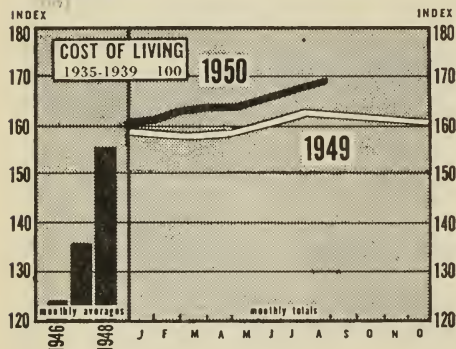
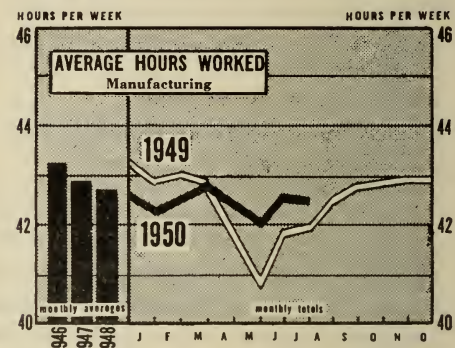
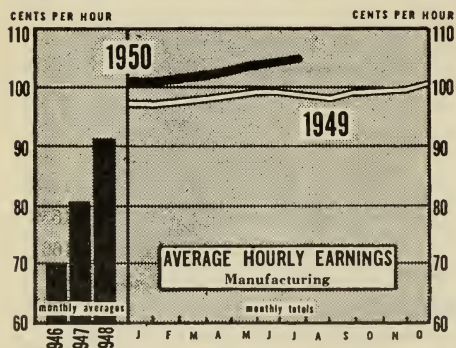
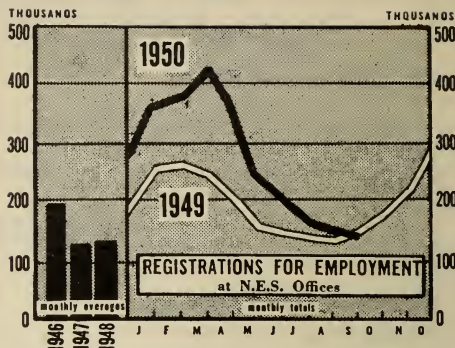
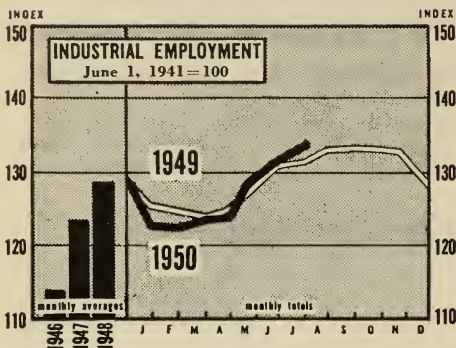
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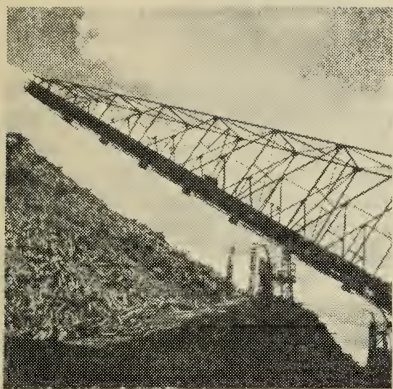
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CURRENT LABOUR CONDITIONS



This article summarizes the latest employment and labour information available at October 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.

AT THE beginning of October, the employment situation contrasted sharply with that of a year before. There are several indications of this change, among them the contrasting trend in registrations at National Employment Service offices. In 1949, registrations on file at local employment offices began to increase after the first week in September, and climbed rapidly from that point throughout the rest of the winter. This year, registrations have been falling throughout September. On September 28, they totalled 133,100, as compared with 148,200 on September 7, and 143,000 on September 29, 1949. A number of factors are responsible for this downward trend, some of them of considerable importance for the employment situation over the next few months.

Part of the continued decline in registrations during September this year is due to the late harvest in the west. Cold wet weather throughout August and September have delayed the harvest to the point where it has been necessary to extend to the middle of October the annual excursion of harvest workers. Although frost damage reduced crop values, more harvest workers than last year were needed to take the large grain crop off the fields. In all, between 2,500 and 2,700 workers are expected to move from Ontario and Quebec into the western wheat fields this season.

Of more significance than the late harvests is the increase in labour demand in logging and manufacturing. Last year, low labour demand in these two major industry groups had an important bearing on the heavy winter unemployment, since it meant that many of those who worked in agriculture, construction and transportation during the summer had difficulty in finding winter jobs. Although employment in manufacturing last winter was not markedly below that of record postwar years, few firms were increasing their staffs, and in several important manufacturing industries such as machine tools and agricultural implements, employment and production were declining. Employment in the eastern logging industry last year was at its lowest point since the war, as pulp and paper companies reduced their log inventories because of the uncertain markets for their products.

At present, employment in the logging industry in eastern Canada has reached levels most unusual for this time of year; pulp and paper companies are restoring their depleted log inventories in answer to the heavy demand for newsprint in the United States. In most sections of the industry, the supply of workers is not sufficient to meet the demand, since at this time of year the logging industry is competing for labour with agriculture and

construction. This heavy demand for loggers is expected to continue throughout the fall and early winter, and will provide employment for many seasonal workers released from agriculture, construction and transportation as the cold weather sets in.

Both statistical and non-statistical sources of information give evidence of an increase in demand for labour in manufacturing industries, especially in the iron and steel group. The manufacturing employment index for August was 0.4 per cent above that of a year ago, and the advance over the July index was more than seasonal. Since August, the demand for labour from steel-producing and steel-using firms has continued strong. Vacancies reported by local employment offices for such occupations as skilled machinists, tool and die makers and welders are considerably higher than last year at this time, and some companies report a shortage of suitable applicants. As yet, there has been no marked increase in the demand for unskilled workers from manufacturing firms.

The main impetus behind the new demand for labour in manufacturing is the expectation of continued increases in defence spending, as defence appropriations voted in the special session of Parliament are converted into actual orders for war materials. This new defence program comes at a time of high levels of activity in most sections of the economy, when rising prices indicate a continuing strong demand both at home and abroad for most goods and services. Sales of the main consumer durables—automobiles, washing machines, stoves and refrigerators, continue to exceed those of last year. The high levels of consumer income, bolstered by rising wages and employment, have helped maintain consumer spending and the large number of new houses being built continues to create a steady demand for household appliances.

The resulting pressure on prices gives manufacturers a considerable incentive to increase their inventories of both finished goods and raw materials. This inventory accumulation has helped to stimulate employment in industries other than those immediately affected by defence orders.

For the manufacturer who uses steel as one of his main components, the incentive to place advance orders for steel is particularly strong. So heavy have been the demands on the United States steel industry that it is possible that exports of steel from the United States to Canada may be curtailed. Although the primary steel industry in Canada expanded greatly during the war, and new facilities have been added since, there are still many types of steel which must be imported because it is not economical to produce them in Canada. With new defence orders occurring at a time of strong demand for steel fabricated products, the prospect of a steel shortage is a real one.

In order to reduce the inflationary pressures in the economy, and to prevent consumer demand and defence needs from competing with each other for labour and basic materials, the Federal Government has taken measures to restrict consumer credit. Larger down payments will be required both on durable goods bought on the instalment plan, and on houses financed by the Central Mortgage and Housing Corporation.

Allowing the Canadian dollar to find its own level on world currency markets may also help to lower prices, in part by reducing the price of materials imported from the United States, and in part by making it less profitable to sell in United States markets goods which are also in demand in Canada. The price of beef has already fallen in response to the change in the value of the Canadian dollar: rising beef prices have been one of the most important factors pushing up the food prices index.

Any reduction in prices would tend to offset some of the dissatisfaction with wage rates negotiated earlier in the year between labour

Continued on Page 1633

CURRENT LABOUR STATISTICS

(Latest available statistics as of October 10, 1950)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a).....	June 3	4,933,000	—	+0.1 (b)
Persons with jobs (a).....	June 3	4,793,000	—	—0.5 (b)
Persons without jobs and seeking work (a).....	June 3	140,000	—	+25.5 (b)
Registered for work, N.E.S.				
Atlantic Region.....	Sept. 28	21,999	—6.0	—13.7
Quebec Region.....	Sept. 28	42,707	—6.9	—2.9
Ontario Region.....	Sept. 28	33,939	—14.8	—8.2
Prairie Region.....	Sept. 28	16,548	—26.5	+4.9
Pacific Region.....	Sept. 28	17,881	—10.5	—14.3
Total, all regions.....	Sept. 28	133,074	—12.3	—7.0
Ordinary claims for Unemployment Insurance				
Benefits.....	Sept. 1	98,930	+6.9	+22.4
Amount of benefit payments.....	Aug.	\$4,412,992	—6.6	+18.7
Index of employment (June, 1941=100)				
(Eight leading industries).....	Aug. 1	133.7	+0.9	+1.8
Immigration.....	July	6,724	—3.1	—31.4 (c)
Industrial Relations—				
Strikes and lockouts—days lost.....	Sept.	15,902	—	+56.1 (c)
No. of workers involved.....	Sept.	38,376	—	+142.3 (c)
No. of strikes.....	Sept.	20	—	+12.7 (c)
Earnings and Income—				
Average weekly salaries and wages				
(Eight leading industries).....	Aug. 1	\$45.26	+0.3	+5.2
Average hourly earnings (mfg.).....	Aug. 1	\$1.043	+0.5	+5.6
Average hours worked per week (mfg.).....	Aug. 1	42.6	0.0	+1.7
Average weekly earnings (mfg.).....	Aug. 1	\$44.33	+0.2	+7.1
Cost of living index (av. 1935–39=100).....	Sept. 1	169.8	+0.8	+4.6
Real weekly earnings (mfg. av. 1946=100).....	Aug. 1	107.6	—0.4	+3.5
Total labour income.....	June	\$683,000,000	+3.6	+5.9
Industrial Production—				
Total (Av. 1935–39=100).....	July	203.2	—1.0	—13.7
Manufacturing.....	July	213.4	—0.8	+14.6
Non-durables.....	July	188.9	—2.5	+7.6
Durables.....	July	253.9	+0.5	+24.2
Trade—				
Retail trade.....	July	\$731,700,000	+5.3	+7.9
Exports.....	Aug.	\$257,100,000	+1.3	+2.1
Imports.....	Aug.	\$268,900,000	+3.6	+26.8

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs. June 3, 1950 excludes Manitoba.

(b) These percentages calculated on basis of 1949 figures excluding Newfoundland and Manitoba.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

NOTES OF CURRENT INTEREST

Measures adopted by special Session of Parliament

In addition to passing legislation to deal with the Canadian railway strike (see p. 1638), the special Session of Parliament which opened on August 29, 1950, also adopted measures required by the fighting in Korea and the increasingly grave situation reflected by that struggle. Consideration of these measures was, in fact, the original reason for the summoning of the special Session.

The first of these measures, The Canadian Forces Act, authorized the Government in Council to place Canadian forces on active service "in consequence of any action undertaken by Canada under the United Nations Charter, the North Atlantic Treaty or any other similar instrument for collective defence that may be entered into by Canada."

This Act also extended to members of such a special force the various benefits which had been applied to veterans of World War II under the following measures: the Civil Service Act, the Civil Service Superannuation Act, the Pension Act, the Unemployment Insurance Act, the Veterans Land Act, the Veterans Insurance Act, the War Service Grants Act, the Department of Veterans Affairs Act, the Veterans Rehabilitation Act, the Veterans Business and Professional Loans Act, the War Veterans Allowance Act, and the Reinstatement in Civil Employment Act.

The Hon. Brooke Claxton, Minister of National Defence, explained to the House of Commons on September 7 that "as far as is proper and possible, the position of men who enlist and take part in the work of any force designated as a special force shall be similar to that enjoyed by veterans in similar circumstances in the second World War."

The Act provided for the Governor in Council extending the benefits of the Reinstatement in Civil Employment Act and the other veterans' measures retroactively to July 5, 1950, the day on which Canadian ships were sent to Korea.

On September 8 the Rt. Hon. C. D. Howe, Minister of Trade and Commerce, introduced the Essential Materials (Defence) Act. This measure gave authority to the Governor in Council for the allocation of such essential materials and services as may be designated by the Governor in Council from time to time, and for the control of their prices, if necessary.

Explaining the need for this legislation, Mr. Howe said, in part:—

"There are two aspects of preparedness. One is military preparedness. . . . The other is economic preparedness.

"Economic preparedness means doing the things at home that give us the physical and moral strength to cope with the challenges of production and distribution and the ever-present threat of inflation.

"To achieve this we must increase output of essential goods and services, using the best initiative that Canadian business can muster, employing the scientific and technical genius which distinguish our professional people and putting to work the great skill which the Canadian labour force possesses.

"Once the essential goods and services that are needed are produced, we must make sure that they are distributed in such a manner as to do the most good. This means making sure that all essential materials and services required for the manufacture of defence supplies are available, and that enough is left to meet important civilian needs. To achieve this there is need for industry and government to co-operate, and for the government to have the appropriate authority to make the necessary arrangements.

"There is, finally, the need to avoid runaway inflation, with its distortions of the wage and price structure and the unrest it brings in its wake. Common sense and self-discipline on the part of all Canadians can go far to avoid excesses which are completely unnecessary. As I explained earlier, we have never been more prosperous. We have never had a larger supply of goods and services and a greater capacity to produce more of these goods and services. Those who are hoarding, those who are raising prices in anticipation of a controlled economy, are doing a dis-service to themselves and to the communities in which they live. In fact, by doing so they are directly contributing to a situation which may make it necessary to introduce controls that could otherwise be avoided.

"Nobody can foresee the exact course of events over the next eighteen months. I am satisfied that with the full co-operation of Canadians in all walks of life we can meet the situation as it now appears without the over-all controls we had during World War II. However, as for essential materials and services required to produce necessary defence supplies, we must be

prepared for all exigencies. That is the reason we are asking for the stand-by powers mentioned in the resolution now before the House."

In his Budget speech, the Minister of Finance, Hon. Douglas Abbott, announced several methods, short of direct price and other controls, by which the Government proposed to counter inflationary pressures. These included: a bill empowering the Government to limit the use of consumer credit, as a means of checking instalment buying; action by the Central Mortgage and Housing Corporation to limit the dollar value of its housing loans; and similar restrictions on farm improvement loans.

Tax increases announced by Mr. Abbott included a 5 per cent increase in the tax on corporation profits, and increases in the taxes on certain commodities.

Labour backs UN stand in Korea A joint statement issued by Percy R. Bengough, President of the Trades and Labour Congress of Canada, and A. R. Mosher, President of the Canadian Congress of Labour, on August 10, 1950, called for full support by all trade unionists for the decisions and actions of the United Nations Security Council to meet the Korean situation and restore world peace.

"We are pleased to see that free trade unionists throughout the world have taken the same position, and that the free nations of the world have thrown in their lot with the United Nations in the effort to preserve international law and order," the labour leaders said.

The statement said that labour "fervently desires peace," as its objective, but warned against those who "attached themselves to trade unions . . . to pose as the only friends of peace and as such the only qualified leaders of the organized workers of our country. . . . However incredible it may seem," the statement continued, "these are the very people who are in favour of the armed attack upon South Korea."

"This duplicity," the two labour leaders said, "—this campaign in favour of peace on the one hand and armed aggression on the other—must be exposed. The people who are promoting this campaign should be recognized for what they are.

"The activities of Communists and Communist sympathizers have never been sincere efforts to improve the position of working people. They have been designed in the past solely to further the interests of the Communist Party. Today these willing dupes are attempting to sow confusion among union members. . . ."

In contrast with "the steps taken by our own country, Britain, the United States and other members of the United Nations . . . to restore peace in Korea and uphold the dignity and authority of international law," the statement charged that "Communists and persons of like minds in our own country are asking our members and others to sign the phoney Stockholm Peace Pledge and to pass 'ban the A-Bomb' resolutions, hoping to keep us disarmed and leave Soviet Russia free to move in on any country whenever it suits their purpose.

"Dictatorship wherever it exists is the foe of trade unions. Dictators, whether they are fascist or communist, are intent upon world domination. They know no goal but unlimited power. They know no method of accomplishing this end but armed force and enslavement of conquered peoples.

"We as unionists know the value of peace, of freedom, and of democracy. We also know that there are times when these things have to be fought for. There can no longer be any doubt that that time has come around again."

The attitude of the Canadian labour congresses is similar to that of the American Federation of Labour and the Congress of Industrial Organizations in the United States, and the International Confederation of Free Trade Unions. A statement issued by the ICFTU urged the 50 million workers affiliated with it to uphold its stand that the war in Korea was Communist inspired and that "there is no justification for armed aggression in defiance of the United Nations."

Almost ten million jobs filled through Employment Service

A total of 9,635,796 jobs had been found and filled by workers recruited by the National Employment Service in the nine-year period from July 1, 1941 (when it commenced operations), to June 29, 1950, it was announced recently by Hon. Milton F. Gregg, Minister of Labour.

The Minister made this announcement in drawing attention to the tenth anniversary of the Unemployment Insurance Act of 1940.

By the end of July, 1950, the balance in the Unemployment Insurance Fund was \$593,265,064. In the ten years the plan has been in operation \$289,384,612 had been paid out in benefits to unemployed persons up to July 31, 1950. Today there is general recognition that unemployment insurance is the strongest bulwark against unemployment, stated the Minister.

Commenting on the extension of the Commission's services to meet specific needs, the Minister said that a few years after commencement of operations it was realized that the National Employment Service, with its coast-to-coast manpower coverage, was in a position to locate key men and women for employers requiring executives and specialists, and for executive and professional personnel seeking new opportunities. In order to carry out this phase of placement operations with the utmost efficiency, a special division of the service was inaugurated to specialize on these placements. Accordingly, in August, 1945, the Executive and Professional Division began operating. In the five-year period since its inception this division has made 16,134 placements of professional or executive personnel. Of this total, 6,189 were ex-service men or women of World Wars I and II. A particular phase of the work of this division is the placement of university graduates and undergraduates each spring.

From wartime experience special efforts were found necessary for certain classes of job applicants. As a result, in September, 1945, the National Employment Service opened another division of its service, the Special Placements Division, which was designed to specialize in the placement of workers who were difficult to place due to handicaps such as physical disability, advancing age, and youthful inexperience. This division had made a total of 63,231 placements in the period from its commencement to July 14, 1950. Of this total, 47,505 were placements for men, and 15,726 were for women. Included in this total were many persons suffering from such physical disabilities as: blindness, deafness, defective vision, paralysis, heart ailments, rheumatism, amputations, lung and stomach ailments, and many other disorders.

In December, 1947, a Counselling Service was established in Toronto to deal specifically with unemployed workers in the "over-45-year-old" group. This service was designed on an experimental basis with the object of helping unemployed older workers become re-established in satisfactory employment. The counselling was based on a thorough study of the applicant's experience, personality, abilities, and hobbies. An attempt was then made to assess those qualities which offered the greatest chance of being used in commercial or industrial life. Quite frequently counselling led to an applicant discovering he had a marketable skill or ability he was not previously aware of possessing. This usually resulted in a renewal of self-confidence which in many cases enabled the applicant to go out and

find himself a suitable job. The lessons learned, and the principles established have since been used by all local offices of the National Employment Service.

Placement of university graduates in 1950

In reviewing a report of the Executive and Professional Division of the National Employment Service on the placement of university graduates and undergraduates in 1950, Hon. Milton F. Gregg, Minister of Labour, paid tribute to the employers of Canada for their co-operation in seeing that the large class of 1950 was properly absorbed in gainful occupations.

The Minister stated that of the 17,000 graduates this year only 925 were still registered as unplaced with the National Employment Service on August 1. Many of these were not unemployed, but had taken temporary jobs while awaiting openings that would offer a career in their chosen professions, he explained.

"When one considers that the graduating class of 17,000 was one of the largest on record due to veteran enrolment, it is a tribute to the employers of Canada that only 925 remained to be suitably placed," declared Mr. Gregg.

The report showed that, of the total of 17,000 in the graduating class, about 8,500 were in the following categories: those going on to post-graduate work or colleges of education; those entering professions such as medicine, dentistry, law, theology, and the Armed Services; and those co-eds who were not seeking employment. Of the remaining 8,500, about 2,500 had employment arranged before graduation, or had found a job by their own efforts, while the remaining 6,000 had registered for jobs with the National Employment Service.

In addition to the graduating class, about 12,000 undergraduates had registered for summer employment with the National Employment Service. By August 1 practically all who wanted work had been employed, although some were not doing the work they most desired.

The Minister pointed out that the worsening of employment conditions which occurred during last autumn and winter had occasioned some fears that difficulty might arise in finding employment for such a large class this spring. The large class of 1949 had been absorbed because there had been a backlog of opportunities still carried over from the immediate post-war years. This backlog had almost entirely been taken care of before the 1950 class came on the employment market. "However," he said, "I am happy to report that

this year's campaign has been highly successful, and has reached the expectations of all concerned."

This year's report showed that the successful outcome of the co-operation between employers and placement officials was the result of careful planning. As in previous years a detailed campaign was conducted beginning with a letter to a selected list of 9,000 firms who were deemed most likely to be interested in hiring university students. These letters were mailed last December. In addition to these letters from the Minister all employment officials were asked to bring the subject to the attention of employers and to urge that they submit their requirements as early as possible, and later a publicity campaign through the press was conducted. From all these efforts, and the co-operation of employers, information was received concerning 5,000 openings for graduates and nearly 14,000 for undergraduates.

Workers and families brought to Canada

A total of 4,489 workers with their families, consisting of 13,067 individuals, were included among the 41,000 workers who had been brought to Canada in the three-year period between June, 1947 and June, 1950, it was announced recently by Arthur MacNamara, Deputy Minister of Labour.

These figures covered only those families which came to this country as a unit and did not include families where the worker was joined by his dependents after his arrival in Canada, the Deputy Minister explained.

Mr. MacNamara pointed out that a two-fold purpose had been achieved by the admission of these new Canadians. A demand for much needed help in certain fields had been partially satisfied, and a new life, new opportunities and restored hope had been granted to many thousands of the unfortunate victims of Nazi aggression.

The vast majority of these people were brought to Canada from Displaced Persons camps, under the auspices of the International Refugee Organization which provided ocean transportation, stated the Deputy Minister.

All the members of the various families who were classified as workers signed agreements with the Department of Labour to work in specified occupations for definite periods, usually a year, Mr. MacNamara said.

The largest group, consisting of 1,294 families made up of 3,644 persons, were employed in the clothing industry as garment workers. A second large group were employed in agriculture. There were some families especially selected for farm work who are available for immediate employment.

Included in the total figures were 643 married couples without children who were employed as couples in domestic work. Also included in the total were 203 widows with 435 children. Many of these women were employed as domestics.

Release of film on problems of older workers

Hon. Milton F. Gregg, Minister of Labour, announced recently that a film on the problems of employment for the older worker entitled "Date of Birth" had been released for showings at meetings of service clubs, boards of trade and chambers of commerce, trade unions, and conventions, and to representative employer and employee groups in all major communities.

"Date of Birth" was filmed for the Department of Labour by the National Film Board and will be circulated by local office managers of the National Employment Service in co-operation with the field officers of the Film Board.

The problem of the older worker and employment is now generally recognized in Canada as a national problem not to be resolved in the near future—in some ways likely to become more difficult of solution as the consistent advance of medical science increases longevity, explained Mr. Gregg.

During the post-war years the Dominion Department of Labour, in co-operation with the National Employment Service and the Department of Veterans Affairs, has attempted an educational campaign designed to bring the facts and effects of the problem before the greatest number of responsible citizens. As no immediate solution is available, the important conclusion arrived at from the studies made by the Department and others is that as many as possible older workers must continue in gainful employment as long as possible, the Minister pointed out.

The film "Date of Birth" was designed to bring before employers and responsible citizens the true facts concerning older workers—their desirable qualities as workers, and the economic necessity of keeping employed this important segment of our population which numbers about one-third of our entire working force, said Mr. Gregg.

**Death of
F. A. Acland,
former
Deputy
Minister of
Labour**

Another link with the early years of the Department of Labour was severed by the death of Frederick Albert Acland at his home in Ottawa on September 2.

Mr. Acland was born in Bridgewater, England in 1861. Prior to coming to Canada in 1883 he had gained considerable experience as a newspaper man and in the publishing business. His first position in Canada was on the staff of the *Toronto Globe*. In 1885, he went to the United States and for the next two years worked on newspapers in a number of American cities. He then returned to Toronto as City Editor, and a little later as News Editor of *The Globe*. With the exception of two years spent in England, he continued with *The Globe* until 1907. It was while he was News Editor that he employed Mr. Mackenzie King, then a young university student, as a cub reporter. By a twist of circumstance some ten years later, Mr. King, who had been made Canada's first Deputy Minister of Labour in 1900, prevailed upon Mr. Acland to give up newspaper work and to accept the position of Secretary of the Department.

In 1908, Mr. King resigned from the Deputy Ministership to enter active political life and Mr. Acland was appointed to succeed him, continuing to serve as the administrative head of the Department until 1923. He had considerable success as a conciliator in labour-management disputes and at various times during his tenure of office, he represented Canada at international labour conferences in Paris, Geneva, London and Copenhagen.

In 1921, Mr. Acland was made King's Printer for Canada, and continued in this post after leaving the Labour Department, until 1933, when he retired. During his 26 years in the Civil Service—17 years with the Department of Labour and nine years as King's Printer, under the Secretary of State—Mr. Acland served under 16 different Ministers of the Crown.

Mr. Acland contributed an article of reminiscences which was published in the September (Anniversary) issue of the *LABOUR GAZETTE*.

**Organization
of trade
union film
committee**

Organization of a National Trade Union Film Committee has been announced. Its purpose will be to make available to all trade unions in Canada films and film

strips suited for union use. At a meeting of the Committee held in the offices of the Canadian Film Institute, Ottawa, on

August 22, 1950, officers were appointed and a statement of policy drawn up.

Gordon G. Cushing, National Secretary-Treasurer of the Trades and Labour Congress of Canada was elected as first chairman of the Committee. He will be succeeded in subsequent periods of the year by representatives of the Canadian Congress of Labour and the Canadian and Catholic Confederation of Labour.

The Secretary-Treasurer of the Committee will be J. R. Kidd, Associate Director of the Canadian Association for Adult Education.

Other members of the Committee are: Gérard Pelletier, Editor, and Fernand Jolicoeur, Educational Director, of the Canadian and Catholic Confederation of Labour; Jack Williams, Director of Public Relations, and A. Andras, Assistant Research Director, of the Canadian Congress of Labour; L. E. Wismer, Director of Public Relations of the Trades and Labour Congress of Canada; Charles Marshall, Co-ordinator of Non-Theatrical Films of the National Film Board; and Gordon Adamson, Executive Secretary of the Canadian Film Institute. G. R. Carroll of the Industrial Relations Branch of the Department of Labour was present on invitation as an observer.

The National Trade Union Film Committee will work on the following program:—

1. Procurement of suitable labour films, produced inside or outside Canada;
2. Evaluation of labour films;
3. Encouragement and advice in the production of films and filmstrips suitable for use by organized labour;
4. Promotion of the distribution of such films and filmstrips;
5. Development of effective use of such films;
6. Provision of information and a clearing house on all aspects of the foregoing.

**Labour
bodies ask
reimposition
of price
controls**

During August the Canadian Congress of Labour and the Trades and Labour Congress of Canada both urged the reimposition of price controls in Canada.

A letter to the Prime Minister from Pat Conroy, Secretary-Treasurer of the CCL, said in part: "Recently a substantial number of our unions decided to forego wage increases of a direct nature with a view to bringing about stability in our economic relationships. This, of course, cannot be expected to continue, and labour cannot be asked to subject itself to either

a voluntary or an official wage control, if such control measures are introduced with price controls during a period when high prices continue to increase as they have been doing for many months.

"The most important consideration, however, in terms of the welfare of Canada is that because of the acute international situation, national security for Canada and Canadians must be ensured by adequate measures in the economic and military spheres. In the present circumstances the two fields are indivisible, and if we expect the Canadian people to stand behind the Government in a wholehearted fashion, it is important that the interests of the people at home be protected, as well as the interests of those who are now being subjected to brutal Communist aggression in Korea and elsewhere."

The views of the Trades and Labour Congress were put before the Committee, headed by Mr. Justice J. H. MacQuarrie, to study the Combines Investigation Act, by President Percy R. Bengough.

"Wages are now largely set by free negotiations," Mr. Bengough pointed out, "and, as a part of the contract between management and employees, are known usually a year in advance. There is no sound reason why prices could not be established for as long a period. Nothing would do more to stabilize our economy and to safeguard it."

**Casual
stevedoring
in N.W.
Territories
now excepted
employment**

The Special Order of the Unemployment Insurance Commission excepting employment in casual stevedoring at certain ports has been extended to ports in the Northwest Territories, as of June 16 last, as many persons employed in stevedoring at these ports do not work more than two or three days a year in insurable employment.

**Senate
Committee
reports on
human
rights and
freedoms**

In its report to the Senate shortly before the prorogation of Parliament in June, the Special Committee of the Senate on Human Rights and Fundamental Freedoms recommended that Canada have a Declaration of Human Rights until such time as a Bill of Rights be incorporated in the Constitution.

According to the Committee such a declaration would be valid within the jurisdiction of the federal government. Entrenchment of a Bill of Rights in the Canadian Constitution, however, would

have to be delayed until after decisions had been reached regarding the dividing lines between federal and provincial jurisdiction at the Dominion-Provincial Conferences in the autumn.

The LABOUR GAZETTE carried an article on the presentation of briefs by Canada's two leading labour organizations to the Senate Committee in the July issue, pp. 1004-1010. A summary of the findings and recommendations in the Committee report will appear in next month's LABOUR GAZETTE.

**Private
and public
investment
forecast
for 1950**

Capital expenditures of Canadian business and governments in 1950 on new construction, machinery and equipment are expected to be about \$105 million higher than the estimate of \$3,596 million announced earlier this year (L.G., June, 1950, p. 807). This information has been released by the Department of Trade and Commerce in a brief report announcing the results of a mid-year sample survey of investment in 1950.

The new figure of \$3,701 million is three per cent higher than the earlier estimate for 1950 and eight per cent above total capital outlays in 1949. The new estimate for construction is \$2,355 million, up 13 per cent over 1949, while estimated machinery and equipment expenditures of \$1,346 million are practically unchanged from the 1949 figure.

Investment by private business accounts for most of the increase over the earlier forecast. Manufacturing is up \$50 million, largely as a result of increases in the industries producing wood products, paper products, transportation equipment and non-metallic minerals. Mining is up \$20 million, the construction industry \$9 million and commercial services \$10 million.

About two-thirds of the increase over the first 1950 estimate of total capital expenditures is for machinery and equipment and the balance for construction. Machinery and equipment expenditures have increased by \$69 million while those for construction are up \$36 million. The forecast for residential housing construction has increased by \$23 million over the earlier estimate for 1950, mainly because of the high level of building activity and an anticipated increase in building costs.

The announcement points out that changes which occurred are not necessarily a result of real changes in investment intentions. Many of the revisions from the earlier forecast, which was based on surveys made in December, 1949, occur simply as a result of the fact that more complete information is now available.

**Union's right
to negotiate
under Quebec
Collective
Agreement
Act**

A recent arbitration award in the dispute between LaSalle Slippers Manufacturing Company and The Shoe Workers' Syndicate of Montreal Inc., contained a decision on the union's right to negotiate, when a decree under the Quebec Collective Agreement Act is in existence.

The parties were members of associations whose previous collective agreement had been the basis of decree 3003 (L.G., Jan., 1950, p. 77).

The employer's counsel argued that the existence of the decree relieved the employer from the obligation to negotiate even with a certified bargaining agent, on the items with which the decree dealt.

Secondly, the employer claimed that the collective agreement between the Quebec Shoe Manufacturers' Association and the National Federation of Leather and Shoe Workers of Canada should be binding also on all member associations, leaving no opening for any further particular collective agreements between members of the two associations.

The president of the board of arbitration cited sections of the Collective Agreement Act, which provide that a contract for a higher wage rate than that set by the decree is valid and lawful.

These sections show, the president said, that the legislators intended to give freedom to the parties in attempting to attain more favourable working conditions, the rates of the decree being minimum rates.

To admit the second argument of the employer's counsel would mean that no collective agreement could be reached between employers and employees within the shoe industry, and in general in classes of industries governed by a decree.

A similar objection was ruled out by an arbitration board's decision of March 30, 1950, in the dispute between J. C. Wilson Ltd., and "L'Union des travailleurs du carton et papier façonnés", the opinion of the employer's counsel being that when a decree was in existence, no union could act on behalf of the employees to secure more favourable working conditions. The employer argued that an individual, but not a group of individuals, may lawfully seek a contract for wages more favourable than those provided in the decree.

In both cases it was stressed by the arbitration board that a collective agreement used as a basis for a decree was not binding on any third parties, because the decree is the binding machinery, and its life is distinct from the life of the collective agreement from which it originated.

**Labour
legislation
handbook
for union
stewards**

The Ontario Federation of Labour, affiliated with the Canadian Congress of Labour, has recently issued *Stewards' Handbook on Labour Legislation*. Considered by the Federation as "something of an innovation in the Canadian labour movement," the booklet brings together, in digest form, most of the labour legislation affecting workers in Ontario. It also emphasizes the "practical steps a worker must take to secure the implementation" of labour statutes. The latter, which are covered by the booklet, are the Workmen's Compensation Act, the Hours of Work and Vacations with Pay Act, the Factory, Shop and Office Building Act, the Minimum Wage Act, the Labour Relations Act and the Unemployment Insurance Act.

**World-wide
organization
of teachers to
be founded**

The formation of a world-wide teachers' organization to include teachers from all but Communist-dominated countries was the principal topic for discussion at the fourth delegate assembly of the World Organization of the Teaching Profession.

Two hundred and fifty educators from 26 countries met in Ottawa from July 17 to 22 and adopted a draft constitution for the proposed confederation.

Known at present as the World Confederation of the Teaching Profession, the proposed group is intended to amalgamate the World Organization of the Teaching Profession, with 2,000,000 members, and two smaller European organizations. The latter, which have a combined membership of about 750,000, are the International Federation of Elementary School Teachers and the International Federation of Secondary School Teachers.

In November, the three organizations will send representatives to Paris where final arrangements for the new federation are to be made. With the creation of the new and larger group, the earlier organization will dissolve.

Founded in 1946, the World Organization of the Teaching Profession has striven throughout its four years to raise the status of teachers and to promote peace by international co-operation in education.

In an address to the delegates, George G. Croskery, secretary-treasurer of the Canadian Teachers' Federation, stated that federal aid to education is one of the main objectives of Canadian teachers.

Dr. W. F. Russell, president of the World Organization of the Teaching Profession, is also president of the Columbia University Teachers' College.

**Quebec
Statistical
Year Book
for 1949
issued**

The Bureau of Statistics, Province of Quebec, has recently distributed the 1949 edition of the Statistical Year Book. The thirty-fourth issue to date, the year book contains the latest figures available at the time each chapter was drafted. Among other subjects, the book contains a chapter on labour, including sections on the Quebec Department of Labour's work regarding juridical extension of collective agreements, the minimum wage commission, apprenticeship, the Quebec Labour Relations Board and labour accidents; other sections concern trade unions, strikes and lockouts and unemployment insurance. The publication, which is 591 pages, carries all information in English and French.

**Progress of
British coal
industry in
1949**

In 1949, the British coal industry's third year under public ownership, production exceeded the previous year's figure by five million tons. The total output of saleable coal was 215 million tons, just reaching the production target set of 215 to 220 million.

The National Coal Board, in its annual report for 1949, recently published by H.M. Stationery Office, attributes the increase mainly to technical improvements, greater output per man-shift at the coal face, and an increased number of faceworkers.

The financial results of the collieries and other activities showed a surplus of £9.5 million, compared with £1.7 million in 1948.

Lower production costs resulted in a saving of about £5 million. Wages costs and charges decreased mainly owing to the rise in output per man-shift. Miners' earnings increased, largely because of the piece-rate system, on an average by 1s.2d. a shift as productivity improved.

Absenteeism continued to give the Board concern. In 1949 it rose to 12.34 per cent from the 1948 figure of 11.55. Output per man-year, which had fallen to 246 tons in 1945, reached 282 tons in 1949, but was less than the 1938 figure of 290 tons, when absenteeism was only 6.44 per cent. Output per man-shift rose from 1.11 tons in 1948 to 1.16 in 1949.

Recruitment was less in 1949 than was hoped for; wastage increased, with the net result that, instead of the increase in manpower of 10,000 aimed at, there was a

decrease of 16,000. One of the main obstacles to recruitment of workers and transfer of mineworkers to the more productive coalfields was the shortage of housing accommodation. Some 15,000 houses were built and let to miners by local authorities and others during the year, but this was about 6,700 less than in 1948.

To encourage the recruitment of boys, and to improve the standard of technical knowledge and skill in the industry, a "ladder plan" was worked out during the year to ensure for young recruits a chance of systematic training for a career. The plan is expected to be in operation by October of this year.

More than 1,600 strikes and "go-slows" occurred during the year, all unofficial, and the resultant loss of coal is estimated at one-and-a-half million tons. Three big strikes were responsible for more than half the loss: one arose out of a dispute in Lancashire over "concessionary coal"; another from a wages and conditions claim lodged by the Colliery Winders' Federation of Great Britain—a union composed mainly of elements which had broken away from the NUM; and the third from a wage-demand of "oncost" workers in certain areas.

Not only was slightly more time lost in 1949 through industrial disputes, but fewer overtime shifts were worked, particularly on Saturday mornings.

Accidents were lower than those recorded in the previous year; 460 deaths occurred and 2,200 serious injuries. The main cause continued to be falls of roof. During the year the Board continued to develop safety and health measures and extended its campaign for suppressing dust. By the end of 1949 pit-head baths were available for 460,000 men and more were in course of construction. Canteens were available at most pits.

**Safety
in mines
research in
Great Britain,
1948**

With the nationalization of Great Britain's coal industry in 1946, the Minister of Fuel and Power became responsible for research into methods for advancing the safety and health of miners.

Progress in this work in 1948 is reviewed in the 27th Annual Report on Safety in Mines Research, published by H.M. Stationery Office.

During the year the main emphasis was on explosion control, and the report notes that in 1948 the number of deaths caused by explosions of firedamp (nine) was the lowest figure on record and that, while complete immunity has not yet been

achieved, there is no doubt that the scientific study of the causes of explosions and remedies has greatly reduced the seriousness of this hazard.

In addition to the general review of progress, the report gives more detailed accounts of research relating to coal dust explosions; mine gases; mining explosives and shotfiring; haulage, winding and wire ropes; metallurgical examination of broken and defective mine gear; supports at the coal face; dust investigation (fire hazard); testing of flame-proof and other mining equipment; and the design and development of apparatus.

The appendices contain a list of reports on research under the Safety in Mines Research and Testing Branch published during 1948, and particulars of instructional aids prepared by the Branch. Also included is a report by British delegates to the Fifth International Conference of Directors of Safety in Mines Research Stations, held in Pittsburgh, Penn., in September, 1948.

Progress towards AFL-CIO unity

Meeting in Washington on July 25 and 26, representatives of the American Federation of Labour and the Congress of Industrial Organizations continued

their efforts to bring about a closer relationship between the two organizations. (L.G., April, 1950, p. 436; May, p. 613; June, p. 798).

It was agreed that at a future meeting, a chairman and secretary would be elected, and consideration would be given to the problems of jurisdictional disputes and organic unity in the labour movement.

For the immediate future, the AFL and CIO would continue to work together in the field of international relations, legislation and political action, and would oppose communist aggression and infiltration.

The AFL was represented by: President William Green; Daniel J. Tobin, International Brotherhood of Teamsters; and Daniel Tracy, International Brotherhood of Electrical Workers.

The CIO delegation was led by Vice-President Allan S. Haywood in the absence through illness of President Philip Murray, and included: Secretary-Treasurer James B. Carey; Joseph Curran, National Maritime Union; Walter Reuther, United Automobile Workers; Emil Rieve, Textile Workers' Union of America; and Frank Rosenblum, Amalgamated Clothing Workers of America.

The following joint statement was issued by the group on July 25:—

"We conducted a very friendly, co-operative and encouragingly constructive

conversation of an exploratory nature. We discussed many phases of this whole problem of the achievement of labour unity.

"We recognized the serious threat to world peace and to our country as a result of communist aggression. We vowed our complete determination to give full and united support to our government in this time of crisis. Labour in America is completely united against communist aggression and infiltration.

"The AFL-CIO unity committee, after examining our mutual problems, determined that:—

"1. We will continue to work together in the field of international relations, through the International Confederation of Free Trade Unions, as a means of strengthening democracy throughout the world.

"2. We will work together in the fields of legislation and political action, to insure the continued strengthening of our American democratic institutions.

"Following this meeting another meeting will be held at which time we will elect a chairman and secretary of this AFL-CIO unity committee, and give consideration to (1) establishing practical machinery to handle problems of jurisdictional disputes and raiding affecting unions of our two organizations, and (2) considering specific proposals for organic unity in the American labour movement."

Labour legislation in U.S.A., 1949

Improvements in workmen's compensation laws were achieved by 44 States and Hawaii during their 1949 legislative sessions, according to the Annual Digest of State and Federal Labour Legislation issued recently by the United States Labour Department's Bureau of Labour Standards.

Other important developments included the repeal or modification of acts restricting union activities; improvements in the unemployment insurance laws of over half the States; the establishment of separate agencies for the enforcement of labour laws; the adoption of statutory minimum wage rates for all workers; and the enactment of laws in several States relating to safer working conditions for employees. Advances were also made in the field of protective legislation for women and children.

Laws under which women must be paid the same rates as men for comparable work were passed in four states, making thirteen jurisdictions now having equal pay laws.

The most significant Federal legislation was the amendment to the Fair Labour Standards Act, including a provision increasing the statutory minimum wage to

75 cents an hour, and the amendment to the Federal Employees' Compensation Act liberalizing many of its provisions.

Analysis of salaries of women in U.S. Federal Service

Not more than 14 per cent of all women in the United States Civil Service receive salaries of \$3,000 or more, it is estimated by the Women's Bureau of the U.S. Department of Labour.

This estimate is based on a group study of 730 women in the upper-salary levels, recently completed by the Bureau, as part of a general study of women employed in the Federal Service.

The women in the Federal Service who have advanced to the higher-salaried occupations usually have not done so in earliest youth, it is shown. Of the 724 women in the study for whom reports on age were available, about three-fourths were 40 years of age or older; over a third were 50 or more. The wartime and post-war periods, however, gave the younger women more chances of advancement than before. The older woman appears to have a better opportunity in the professional classification rather than in the clerical or administrative.

The salary grades of the group studied—those receiving \$3,000 or more a year—fell roughly into thirds: about one-third were in the \$4,600 to \$5,400 range; one-third were below, and the remaining third above. Thirty-two received salaries of \$8,000 or more, and ten more than \$9,000, of whom four received as much as \$10,000.

The Women's Bureau noted that eight per cent of male Federal employees had salaries as high as \$8,000, as against less than one-tenth of one per cent for women employees.

The great majority of the women in the upper-salaried occupations began receiving their last-recorded salaries either during or after the war. Three-fourths of the 72 women with salaries of \$7,000 or more reached this level after the war. Over a fourth of the total group had 20 years or more of Government experience before reaching these salaries.

Most of the women had attended college; two-thirds had college degrees and over a third more than one degree. Only a sixth of the total had never attended college. In most instances, those receiving top salaries had had considerable and specialized training, with long periods of experience before entering the Government service.

The 730 women fell into two group classifications; 401 were classified as professional-scientific and 329 as clerical-administrative-fiscal. A classification by occupation showed that, in numbers, economists lead, with attorneys next, then social welfare workers, followed, in numerical order, by scientists; research workers; home economists; physicians, nurses and health specialists; educational workers; librarians; statisticians; and, lastly, editors and special writers.

ILO training scheme in India

According to the India Information Office, a scheme of "training within industry" is to be started in Delhi and Bombay under the auspices of the International Labour Organization. The aim of the scheme is to increase the effectiveness of supervisors, managers, and other personnel employed in industries. The scheme will later be extended to other countries in Asia.

Continued from Page 1622

and management. At the present time, some unions, among them two locals of the United Automobile Workers have asked for the re-opening of the wage clauses in the long-term collective agreements just recently signed. In one case, there have been a number of wildcat strikes as a protest against the present wage rates.

IN BRIEF . . .

The cost-of-living index rose 1.3 points to 169.8 between August 1 and September 1, 1950. This compared with a level of 162.3 for September, 1949 and 161.0 for January, 1950 . . . On August 1, the index of payrolls in eight leading industries reached the highest point on record, and was 7.7 per cent above that of August 1 last year . . . Exports to the United States during August were valued at \$167,148,000, up nearly 45 per cent from last year's corresponding total of \$115,353,000 . . . New motor vehicle sales in August continued well above the 1949 level. There were 32,371 new vehicles sold in August, as compared with 18,561 in August last year.

LABOUR ORGANIZATION IN CANADA, 1949*

During 1949 Canadian membership in trade unions for the first time exceeded the million mark. Over 28,000 new members were enrolled during the year.

Canadian trade unions continued to increase in membership during 1949.

About one out of every three non-agricultural wage and salary workers in Canada is a union member. According to the annual survey by the Economics and Research Branch of the Department of Labour there were 1,005,639 union members at December 31, 1949, the highest recorded and almost three times the pre-war level (see Table I). Over 28,000 new members were added to the ranks of organized labour in Canada during the year. Inclusion of Newfoundland unions in the survey for the first time accounted for about 24,000 among the total membership.

More than eighty-five per cent of union members were in unions affiliated with a central labour congress. The Trades and

Labour Congress of Canada registered a gain in membership during the past year. Some decline took place in the total affiliation of the Canadian Congress of Labour. This resulted from the expulsion of certain unions from the Congress and was, in part, offset by increases in certain of the affiliated unions. The membership of trade unions by congress affiliation is shown in Table II.

The foregoing figures are based on information obtained from the headquarters of the unions. The second survey at the level of the local union covered about ninety per cent of membership and from the information supplied, estimates of the geographical, industrial and sex distributions of union memberships have been made.

TABLE I.—LOCAL UNIONS AND UNION MEMBERSHIP IN CANADA, 1911-1949

Year	Locals	Membership		Year	Locals	Membership	
		Number	Percentage change from previous year			Number	Percentage change from previous year
1911.....	1,741	133,132	.....	1930.....	2,809	322,449	+ 0.9
1912.....	1,883	160,120	+20.3	1931.....	2,772	310,544	- 3.7
1913.....	2,017	175,799	+ 9.8	1932.....	2,710	283,096	- 8.8
1914.....	2,003	166,163	- 5.5	1933.....	2,687	285,720	+ 0.9
1915.....	1,883	143,343	-13.7	1934.....	2,720	281,274	- 1.6
1916.....	1,842	160,407	+11.9	1935.....	2,717	280,648	- 0.2
1917.....	1,974	204,630	+27.6	1936.....	2,860	322,746	+15.0
1918.....	2,274	248,887	+21.6	1937.....	3,231	383,492	+19.0
1919.....	2,847	378,047	+51.9	1938.....	3,280	381,645	- 0.5
1920.....	2,918	373,842	- 1.1	1939.....	3,267	358,967	- 5.9
1921.....	2,668	313,320	-16.2	1940.....	3,221	362,223	+ 0.9
1922.....	2,512	276,621	-11.7	1941.....	3,318	461,681	+27.5
1923.....	2,487	278,092	+ 0.5	1942.....	3,426	578,380	+25.3
1924.....	2,429	260,643	- 6.3	1943.....	3,735	664,533	+14.9
1925.....	2,494	271,064	+ 4.0	1944.....	4,123	724,188	+ 9.0
1926.....	2,515	274,604	+ 1.3	1945.....	4,329	711,117	- 1.8
1927.....	2,604	290,282	+ 5.7	1946.....	4,635	831,697	+17.0
1928.....	2,653	300,602	+ 3.6	1947.....	4,956	912,124	+ 9.7
1929.....	2,778	319,476	+ 6.3	1948.....	5,114	977,594	+ 7.2
				1949*.....	5,268	1,005,639	+ 2.9

* Including the province of Newfoundland for the first time.

TABLE II.—UNION MEMBERSHIP AND LOCAL UNIONS IN CANADA CLASSIFIED BY AFFILIATION, 1948 AND 1949

Affiliation	No. of Branches		Membership	
	1948	1949	1948	1949
Trades and Labour Congress of Canada.....	2,779	2,865	439,029	459,068
A.F.L. and T.L.C.....	1,999	2,078	333,247	354,803
T.L.C. only ⁽¹⁾	780	787	105,782	104,265
Canadian Congress of Labour.....	1,187	1,175	338,627	301,729
C.I.O. and C.C.L.....	589	568	244,856	203,268
C.C.L. only ⁽²⁾	598	607	93,771	98,461
International Unions not affiliated with a Canadian congress:				
A.F.L. only ⁽³⁾	49	29	9,367	13,996
C.I.O. only ⁽⁴⁾	20	53	3,777	27,475
International Railroad Brotherhoods.....	376	382	41,126	41,363
Other independent international unions.....	11	43	2,351	25,303
Confédération des Travailleurs Catholiques du Canada, inc.....	428	424	93,370	80,089
National Council of Canadian Labour ⁽⁵⁾	9	17	1,362	3,451
Canadian Federation of Labour ⁽⁵⁾	5	7	3,992	3,872
National and regional unions not affiliated with a Canadian congress.....	211	212	40,247	32,620
Unaffiliated local unions.....	39	61	4,346	16,673
	5,114	5,268	977,594	1,005,639

(1) Including one international union: The International Association of Machinists.

(2) Including one international union: The United Mine Workers of America.

(3) The 56 local or federal unions with 5,420 members which received their charters directly from the A.F.L. are included under A.F.L. and T.L.C. above as they are also affiliated with the T.L.C. The totals of all unions in Canada affiliated with the American Federation of Labour are the sum of these unions and the A.F.L.-T.L.C. unions, a total membership of 368,799 in 1949.

(4) The totals of all unions in Canada affiliated with the Congress of Industrial Organizations are the sum of these unions and the C.I.O.-C.C.L. unions, a total membership of 230,743 in 1949.

(5) The membership shown is for the affiliated unions which reported their membership to the Department.

Geographically, more than half the members continued to be in the provinces of Ontario and Quebec, with British Columbia locals having the next largest membership. The order by size of the remaining provinces is Manitoba, Alberta, Nova Scotia, Saskatchewan, Newfoundland, New Brunswick and Prince Edward Island.

Industrially, over 40 per cent of the union members were in the manufacturing industries as shown in Table III. Transportation continued to have the second largest membership, a large proportion of the workers in the industry being organized.

The number of female members reported was in advance of the 1948 figure. Some 93,000 in 1,433 locals were indicated in the 1949 survey. More than two-thirds of this number were located in Ontario and Quebec.

By city the survey indicated 56 urban communities with a membership of 2,500 or more. The list contains all the cities in Canada with a population of 50,000 or more and many smaller communities. The larger metropolitan areas of the country, such as Montreal and Toronto, of course, have the largest memberships.

The thirty-ninth edition of Labour Organization in Canada also contains in addition to further material on the subjects mentioned above, an historical sketch of trade union development, directories of active unions and of delegate organizations, their memberships and officers as well as a list of trade union publications.

* This article is an advance statement, dealing with the *Thirty-Ninth Annual Report on Labour Organization in Canada*, soon to be released by the Department of Labour.

**TABLE III.—DISTRIBUTION OF MEMBERSHIP REPORTED BY LOCAL BRANCH
UNIONS ACCORDING TO INDUSTRIAL GROUPS, 1919**

Industry	Number of Locals	Member- ship
Agriculture.....	2	211
Logging.....	12	14,479
Fishing.....	8	2,026
Mining.....	121	50,591
Metal.....	35	23,848
Coal.....	66	22,243
Other.....	20	4,500
Manufacturing.....	1,457	373,068
Food and tobacco Products.....	197	36,004
Rubber Products.....	16	9,424
Leather Products.....	51	8,006
Textiles.....	76	27,145
Clothing.....	110	38,649
Wood Products.....	107	22,745
Pulp, Paper and Paper Products.....	235	59,405
Printing and Publishing.....	143	15,374
Metal Products.....	353	130,822
Non-Metallic Minerals and Chemicals.....	150	23,436
Miscellaneous Products.....	19	2,058
Construction.....	356	74,669
Transportation and Communication.....	1,445	221,754
Steam Railways*.....	1,252	146,148
Other.....	193	75,606
Public Utilities.....	63	6,575
Trade.....	97	17,434
Finance.....	2	26
Service.....	918	111,192
Combinations and Unknown.....	146	30,524
Total.....	4,627	902,549

* Including railway shop and maintenance of way employees.

POLICY OF UNEMPLOYMENT INSURANCE COMMISSION AGAINST EMPLOYMENT DISCRIMINATION

In the June issue of the LABOUR GAZETTE appeared an article entitled "Special Functions of the National Employment Service". This article dealt at some length with the work of the National Employment Service of the Unemployment Insurance Commission on behalf of handicapped persons, "first-jobbers", etc. It is felt that the following brief review by the Unemployment Insurance Commission of its attitude and practice with reference to discrimination of any kind against applicants might be of interest.

Under the authority of the Unemployment Insurance Act, the Unemployment Insurance Commission performs two important functions. First, it administers an employment service, national in its scope and responsible for all activities associated with filling employers' orders for workers and placing unemployed persons in suitable employment. Second, it operates a program of unemployment insurance. The Commission fixes the policy and issues the instructions which must be obeyed in its offices scattered across the breadth of Canada from St. John's, Nfld. to Victoria, B.C. There are more than 200 of these local offices in the five regions into which Canada is divided for administrative purposes.

The instructions given to all offices in respect to discrimination, are simple and direct. They read as follows:—

"No applicant seeking work will be discriminated in favour of, nor against, by reason:

(a) of his or her racial origin, religious belief or political affiliation;

(b) of whether or not he or she was engaged previously in insured employment or is a claimant for insurance benefit."

In addition it is provided that no discrimination may be exercised in favour of any friend or relative of any officer. Emphasis is directed to the fact that competence to perform the duties of the job must be given equal consideration when the vacancy is being filled. Whether the applicant is an insured person or not will have no bearing on his selection or non-selection.

Thus it will be seen that discrimination is expressly forbidden in the operations of the National Employment Service. The

function of the National Employment Service is to try to fill the employers' vacancies with the most suitable applicant regardless of race, creed or political affiliation.

The National Employment Service is constantly receiving orders from employers for workers to fill a wide variety of vacancies. Employers are, of course, free to specify the type of employees which they require. Indeed it is essential that they furnish the National Employment Service with sufficient information about their requirements and the nature of the position to be filled to enable the intelligent selection of applicants for referral. Then it becomes the function of the National Employment Service to try to satisfy the employer consistent with obedience to the general policies and instructions formulated by the Commission.

* * *

According to the Ninth Annual Report of the Unemployment Insurance Commission, covering the fiscal year ending March 31, 1950, employment suitable to their physical capacities was found for approximately 11,300 handicapped workers through the special placement facilities provided by the Employment Service. Of this number some 8,200 were men and 3,100 women. More than 4,000 of the males were disabled ex-service men, while 79 disabled ex-service women were among the females placed.

"Placement of handicapped workers offers a two-fold problem", the Report states. "The reluctance of employers to engage handicapped persons must be overcome and the capacities of workers must be carefully matched with physical requirements of jobs so that physical disabilities will not mean economic impairment."

THE RAILWAY STRIKE OF 1950

The following article describes the unsuccessful attempts to avoid the railway strike of 1950, reviews the debate in Parliament on the Bill introduced by the Government to deal with the emergency, and gives the text of the legislation which was adopted.

Canada's first nation-wide railway strike occurred on August 22, 1950, when the last of a series of attempts to mediate the differences between two groups of labour organizations representing some 125,000 non-operating railway employees and the managements of the principal Canadian railways failed to resolve their dispute over demands of the employees for wage increases, introduction of the five-day 40-hour week and other concessions, and over proposals of the railways for a ten-point revision in working rules in order to facilitate a "fair and economical" introduction of a shorter work-week.

Notwithstanding the fact that the operating crews of trains were not involved in the dispute, the strike halted practically all railway transportation within the country and also tied up telegraph services, some of the water transport services of the two major railway systems, and all hotels operated by the Canadian National Railways.

On the same day that the work stoppage began, the Prime Minister, Rt. Hon. Louis S. St. Laurent, announced that Parliament was being summoned to meet as quickly as possible to deal with the serious emergency created by the strike. The session of Parliament commenced on August 29, 1950, and, by suspension of the standing orders of the House of Commons, the Prime Minister immediately introduced Bill No. 1, entitled "An Act to provide for the Resumption of Operations of Railways and for the Settlement of the Existing Dispute with respect to Terms and Conditions of Employment between Railway Companies and their Employees". The special legislation in its preamble recognized that the vital interests of the people of Canada and the welfare and security of the nation were imperilled by the suspension of railway operations, particularly in the light of existing international conditions.

One provision required that, within forty-eight hours after the commencement of the Act, every railway company affected should resume operations and every

employee on strike should return to his duties. The Bill also established provisional terms and conditions of work for the employees and for the final adjustment of same. As part of the interim settlement, all employees affected, including railway hotel employees and water transport employees, were guaranteed an immediate increase in wage rates of four cents per hour. It was also provided that the parties to the dispute should have a period in which to resume negotiations, and that if agreements were not reached between them by such means, all issues still in dispute should be determined by arbitration, with the Governor in Council appointing the arbitrator if the parties were unable to agree upon the choice of a person to act in that capacity.

A government-sponsored amendment to the Bill, adopted during the course of debate in the House of Commons, provided that the arbitrator should decide any matter within the limits of the proposals made by the railway companies and the unions at the time negotiations were terminated between them prior to the commencement of the Act, or such proposals as were made by them afterwards, which had the effect of narrowing the limits of disagreement. This had the effect of ensuring the introduction of the five-day 40-hour week not later than September 1, 1951.

The Bill, cited as The Maintenance of Railway Operation Act, was explained to the members of the House of Commons at a sitting on Tuesday evening, August 29, by the Prime Minister and the Minister of Labour. Debate on it commenced at 11 a.m. on August 30, when it was unanimously agreed that until the Bill was disposed of, the House would sit that day without intermission. Second and third readings were given to the Bill and the House was able to suspend its sitting at 7.15 p.m. It resumed at 9.30 p.m. and members were called to the Senate Chamber at 9.45 p.m., to which the Hon. Mr. Justice Kerwin, as Deputy of His Excellency the Governor General, pro-

ceeded for the purpose of granting Royal Assent, which was given at 9.56 o'clock. On being returned, the House adjourned at 10.05 p.m.

At 10.15 p.m., nineteen minutes after The Maintenance of Railway Operation Act became law, leaders of the two union groups directed all striking workers of the railways and their ancillary services to return to work as soon as possible. The initial order was made in a trans-Canada radio broadcast. Telephone calls were also made to presidents and chairmen of local committees of the 17 unions instructing them to send their members back to their posts. Shortly after mid-night pilot trains left all main terminals carrying crews to outside points, along with company officials. Signals and protective devices were inspected along all main routes and, in the early hours of August 31, regularly scheduled trains resumed their runs. The most serious work stoppage of Canadian history was over.

Negotiations Early in August

Previous issues of the LABOUR GAZETTE have carried most of the historical detail of events in the railway dispute through the stages of conciliation procedure and up to the time of the announcement by the union groups that, in the absence of a satisfactory agreement being reached, there would be "a concerted and peaceful withdrawal from the service" at 6 a.m., Regional Standard Time, on the morning of August 22, 1950. As has already been reported, one of the groups of unions involved consisted of fifteen international unions representing some 90,000 workers employed by the Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway, and the Ontario Northland Railway. The second group consisted of two national unions representing approximately 35,000 workers employed by the Canadian National Railways, Canadian Pacific Railway Company, and the Ontario Northland Railway. The names of the various unions are listed at the conclusion of this article in Schedule B of The Maintenance of Railway Operation Act. The companies affected and their subsidiaries operating ancillary services are shown below in Schedule A.

Following the fixing of a strike deadline by the unions, representatives of the railways met separately with the joint negotiating committees of the groups of unions on August 3 but no headway was made. On August 8, 1950, the union committees were asked to meet on August 10 with the Presidents of the Canadian National Railways and the Canadian Pacific Railway

Company. At this meeting on the "presidential level" the railway companies made what they called their final offer. This offer, which the companies emphasized did not apply to hotel or water transport employees, embodied the following proposals:—

- (1) Recognition by railway management of a moral obligation to implement the 40-hour week at the appropriate time.
- (2) Recognition by the unions in principle, subject to negotiation in detail, of ten amendments to existing contracts.
- (3) Either (A) a 44-hour basic work week with a 9.1 per cent increase in hourly rates so as to maintain take-home pay. (In regard to monthly-rated clerical employees there will be an understanding that a five-day actual work week may be granted by local arrangement in selected cases where the hours now actually worked are less than 44, on condition that the requirements of the service are protected up to 44 hours per week); or (B) an increase in basic wage rates approximately equivalent in expense to that involved under Plan A. This would average 8½ cents per hour for all employees but it is to be graduated in three steps so as to provide for: (i) A maximum hourly or monthly wage increase; (ii) lesser amounts in specific cases where it is necessary: (a) To avoid raising the occupational rates still further above those paid in outside industry for comparable work; (b) To widen the differential between successive positions so as to provide a reasonable incentive for advancement.

The revisions in working rules proposed by the companies were summarized as follows:—

1. All employees having less than six months' seniority to be considered probationary.
2. A revision of rules to provide that in case of staff reduction as much advance notice as possible will be given employees affected. (At present there is a specified period of notice which must be given each employee.)
3. Modify and/or incorporate rules regarding apprenticeship rates and period of application.
4. Provide for variation in starting time to meet requirements of railway service.
5. Provide for establishment of meal periods to meet requirements of railway service.
6. Modify reference to payment of time and one-half for Sunday work as such and provide for the establishment of a seventh day off duty, not necessarily Sunday.
7. Amend the vacation-with-pay provisions to conform with the reduced work week.
8. Modify overtime rules governing road service, express messengers and helpers.
9. Modify the rule presently restricting work on Sunday.

10. Modify the rule governing sleeper and dining car department employees to provide that when passenger trains consist of more than three and not exceeding eight sleepers, one conductor will be assigned, and an extra conductor will be assigned when trains exceed eight sleeping cars.

Statement by Companies, August 10

A public statement released by the Press Bureaux of the CNR and CPR indicated that the companies' offer had been made personally to the full negotiating committees of the two union groups by Mr. Donald Gordon, Chairman and President of the Canadian National Railways, on behalf of himself and Mr. W. A. Mather, president of the Canadian Pacific Railway Company. The CPR was represented at the meeting by Mr. N. R. Crump, Vice-President, as Mr. Mather was in Western Canada.

The public statement went on to say that, in making the offer for both companies, which he described as representing "the ultimate which can be expected", Mr. Gordon emphasized that "it is a final offer and no good purpose will be served in taking it as another bargaining point. If it is not accepted, then it must follow that all compromise offers in this dispute are withdrawn and the railways stand by the provisions of the agreement dated July 16, 1948, without any amendment."

The railways' statement reported at some length a "solemn warning" which Mr. Gordon had given to the union leaders of the "grave and frightening" weight of responsibility they would be assuming if they refused to accept the carriers' terms and called a strike. It then set out the following estimate of the cost of the unions' demands, if applied generally to all employees of both companies:—

- (a) The 40-hour week maintaining take-home pay, \$80,158,000.
- (b) The 40-hour week plus 7 cents an hour increase, \$110,736,000.
- (c) The 40-hour week plus 10 cents an hour increase, \$123,837,000.

On the basis of estimates made by the railways, the compensating freight rate increases to meet such figures were:—

- (a) For the 40-hour week, 24 per cent.
- (b) For the 40-hour week plus 7 cents, 34 per cent.
- (c) For the 40-hour week plus 10 cents 38 per cent.

It was admitted by the railways that there would be an "area of disagreement" about such estimates, but their statement added that "whatever the margin in dispute, no reasonable person can deny that the figures are most formidable. It seems clear that in considering all requests from the

unions, the railways are confronted with an increase in their wage bill of the order of 20-25 per cent." The railways were prepared to give full weight to the general assumption that, given sufficient time, increased productivity could offset increased wage cost, but claimed that no one had been able to demonstrate anything approaching such an increase in productivity as would offset the full demands of the unions. Inability to pay had not been made the railways' sole reason for resisting the unions' requests, and railway management not only accepted the belief that the railway worker was entitled to be paid on a comparable scale with other industry, but was satisfied that railway wages were not seriously out of line and that there were many classifications definitely above comparable wages in other industries. Mr. Gordon had emphasized that the railways did not resist the trend to a 40-hour week, but, as a service industry, they could not "on this particular point lead the parade in advance of the industries they must serve." In the United States, the 40-hour week had not been put into effect in railway operations until it had been overwhelmingly adopted in other industries.

The statement then referred to the tradition of enlightenment with moderation and restraint on both sides which had marked relations in the railway industry for many years. It then quoted Mr. Gordon as saying "management is of the opinion that this sort of attitude is not now being exhibited. We question definitely that the union representatives are bargaining in good faith. Our experience in our discussions with you leads us to believe that each suggestion made by us in an effort to effect a settlement becomes a lever for probing still further concessions. It must be remembered that we have responsibilities not only to our employees, but as well to the public at large who are entitled to railway service at reasonable cost and on a basis to meet their requirements."

Position of Unions

Later on August 10 both groups of unions notified the railways that the companies' "final offer" was not acceptable as a basis of settlement. The position of the unions, as set out in a letter addressed to the heads of the railways by Mr. F. H. Hall on behalf of the negotiating committee of the fifteen associated international unions was as follows:—

"We regret to have to advise that we can find no acceptable contribution to such a solution in either your statement or the 'final proposals' which accompanied it.

Indeed, in some particulars we find the statement both irritating and provocative, calculated to increase the difficulty of reaching an amicable settlement. We view as particularly objectionable your statement that 'we question definitely that the union representatives are bargaining in good faith.' Our reply to this is to say what has been apparent to our Committee from the outset of the proceedings, that the railways' conception of bargaining is an interminable process calculated to preserve the *status quo* to the last possible moment and deprive the employees of the improvements sought in working conditions and wages over a long period, during which workers in other industries have secured them. In this connection, it is not inappropriate to point out that the notices seeking the five-day week and the very small wage increase of seven cents an hour were served by the unions on June 16, 1949. Thus, although you allege there has been no real collective bargaining, almost fourteen months have elapsed and the issues are still unsettled.

"The requests submitted on June 16, 1949, were met with counter proposals. In making these requests the employees were certainly not blazing any trails. They had seen increasing adoption of the five-day week in other industries. The rising cost of living was reducing their already low living standards. The counter proposals would have deprived some of the employees of conditions they had enjoyed for many years. This they viewed as retaliation. To have 'bargained' on these matters by the method evidently contemplated by the Railways would have precluded the possibility of reaching any conclusions on the employees' requests until, perhaps, some time in 1951. This would be a travesty on 'collective bargaining', and calculated to undermine it as a useful procedure in industrial relations.

"Your statement makes several references to the report of the Conciliation Board. We do not think that the Conciliation Board made any useful contribution to settlement of the questions involved. Quite frankly, these organizations have for some time been dissatisfied with the manner in which such Boards are constituted. We have not found that the background, training and experience in the judicial field of some of the gentlemen who sit as Chairmen of Conciliation Boards qualifies them to deal adequately with, and decide fairly, labour disputes involving sociological and economic factors.

"Your statement admits that there will be an area of disagreement on the cost figures you have quoted. These figures are

indeed 'most formidable' as you have said. Whether they are in any sense indicative of what the cost would be is another thing entirely. In the United States, where the five-day forty-hour week has been in effect on the railways since September 1, 1949, it would appear that the early high estimates of the cost have not been borne out by experience. Both the Canadian National Railways and Canadian Pacific Railway have operations in the United States. In 1949 they gave their United States employees a wage increase of seven cents an hour, and put into effect a five-day forty-hour week, with pay for forty-eight hours. We have not been able to get the railway officers to tell us the cost of applying the five-day forty-hour week, and the assumption is warranted that it falls far below the original estimates. But in your proposals you have admitted 'Recognition by railway management of a moral obligation to implement the forty-hour week at the appropriate time.' How, at that time the cost figures would be less formidable than now we do not know.

"We are very much of the opinion that the impact of additional cost on the Canadian economy has been greatly exaggerated, and we cannot agree that to meet our demands would engender very serious inflationary pressure. It would seem to us that the views you now express in this regard are at variance with those expressed by the railways when applying for increases in freight rates. And if, as you say, public opinion is aroused on this subject it is simply because the public is ill-informed and accepts propaganda for facts and irresponsible and biased newspaper editorials as gospel truth. But we are sure that the thoughtful element of the public will support railway employees in their attempt to secure for themselves the shorter work week being enjoyed by so many workers in other industries.

"There has never been anything in the nature of a national strike on Canadian railways. Indeed, for a great number of years there has been no stoppage of work at all of any importance. This well illustrates the responsible character of the employees, and their reluctance to take extreme measures. They find the present situation most distasteful, brought about by discriminatory treatment which has become intolerable. They hope that even at this late hour a strike can be avoided.

"These unions are democratic institutions. Their leaders are in the hands of the membership. Your statement appears to imply that the 'union leaders' have authority to veto the memberships' strike vote. Such is not so.

"The proposed forty-four hour basic work week is not acceptable, nor is the alternative increase in basic wage rates.

"Hotel and water transport employees should be included in any settlement."

Commissioner's Attempt to Effect Settlement

On August 16, the Prime Minister wrote a letter to the parties on behalf of the Government of Canada asking that strike action be postponed for thirty days. He stated that the Government itself could not, under existing labour legislation, impose a settlement upon the parties, but expressed the hope that they would resume their negotiations and carry them through to a successful conclusion. If a settlement were not reached by the parties themselves prior to August 22, and strike action were postponed, the Prime Minister promised that the Government would appoint a special Commissioner to act as mediator.

In reply to this appeal, the Prime Minister was told by the leaders of the unions' negotiating committees that they could not agree to a postponement of the strike deadline. However, in their replies, they implied that they would welcome the immediate assistance of a mediator.

On August 18, 1950, Dr. W. A. Mackintosh, vice-principal of Queen's University, Kingston, Ont., was appointed by the Minister of Labour as an Industrial Inquiry Commissioner pursuant to the provisions of Section 56 of the Industrial Relations and Disputes Investigation Act, and was instructed to confer with the parties to the dispute and to endeavour to mediate the issues in dispute between them.

Dr. Mackintosh, who is recognized as one of Canada's ablest economists, was described by the Prime Minister in Parliament as a man in whom the Government had great confidence. He proceeded at once to Montreal and, in three dramatic days, made every effort to bring about a settlement.

The Hon. Mr. Gregg, Minister of Labour, made available to Dr. Mackintosh in his mediation effort the full facilities of the Department of Labour; and the Deputy Minister of Labour, Dr. Arthur MacNamara, the Director of the Industrial Relations Branch of the Department, Mr. M. M. Maclean, and one of its senior Industrial Relations Officers, Mr. J. L. MacDougall, accompanied him to Montreal as consultants. Dr. MacNamara, while not participating officially in the mediation proceedings, directed his efforts in collaboration with the mediator towards breaking the impasse which confronted the mediator

at the outset of his task, and conferred with union groups at various stages of the proceedings.

Dr. Mackintosh held a preliminary joint meeting with the representatives of the parties on the morning of August 19. This was attended by the full joint negotiating committees of both groups of unions, comprised of some 26 persons, and by 11 representatives of the railways.

Later, a subcommittee representing the unions' negotiating committees was formed, composed as follows:—

International Unions

Mr. F. H. Hall, Chairman of Joint Negotiating Committee and Vice-President of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Mr. G. R. Pawson, Secretary of Joint Negotiating Committee and Deputy President of the Commercial Telegraphers' Union.

Mr. H. Smith, President of Division No. 4, Federation of Shop Crafts, AF of L.

Mr. Robert Hewitt, Vice-President, Brotherhood of Railway Carmen of America.

Mr. W. Aspinall, Vice-President, Brotherhood of Maintenance-of-Way Employees.

Mr. W. H. Phillips, Vice-President, Order of Railroad Telegraphers.

National Unions

Mr. A. R. Mosher, National President, Canadian Brotherhood of Railway Employees and Other Transport Workers.

Mr. T. McGregor, Chairman of Joint Negotiating Committee and System Chairman of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

Mr. W. J. Smith, Acting Secretary, Joint Negotiating Committee and Representative of Canadian Brotherhood of Railway Employees and Other Transport Workers.

Mr. T. J. Clark, Grand President, Brotherhood of Express Employees.

The representatives of the railway companies attending the negotiations were as follows:—

Canadian National Railways

Mr. Donald Gordon, Chairman and President.

Mr. S. F. Dingle, Vice-President.

Mr. R. C. Johnston, Asst. Vice-President Personnel.

Mr. P. E. Ayrhart, Manager, Labour Relations.

Mr. James A. MacDonald, Asst. to Mr. Gordon.

Canadian Pacific Railway Company

Mr. W. A. Mather, President.

Mr. N. R. Crump, Vice-President.

Mr. D. I. McNeill, Vice-President Personnel.

Mr. J. R. Kimpton, Asst. Vice-President Personnel.

Mr. S. M. Gossage, Asst. Manager of Personnel.

Ontario Northland Railway

Mr. A. Freeman, General Manager.

At the outset, Dr. Mackintosh explained that he had been appointed as a mediator and that he had no intention of imposing any terms of settlement upon the parties. He said that no terms of settlement had been suggested to him by any member of the Government and that any settlement arrived at through his mediation must be a negotiated one. He also referred to the seriousness of the international situation and to the effects which a railway strike would have upon the railway industry and upon the economy at large.

Intensive negotiations, conducted through separate consultations with the parties, then took place on Saturday, Sunday and Monday, August 19 to 21, and throughout the early hours of Tuesday, August 22. Various proposals and counter proposals narrowed the gap between the positions of the two sides, but failed to bridge their differences. The final session of the unions' committee broke up about 5.30 a.m., EDT, with the announcement that no settlement had been reached and that "the strike is on".

Report of Commissioner

The report made by Dr. Mackintosh to the Minister of Labour, dated August 25, 1950, was as follows:—

"On Friday, August 18, I was appointed by you a Commission to act as mediator in the two disputes between the Canadian railways and the unions representing the 'non-operating' employees of the railways.

"I proceeded immediately to Montreal and arranged to meet those representing the parties to the dispute at 10 o'clock Saturday morning. I explained to them the conception which I had of my duties as mediator and emphasized to them the magnitude, particularly in the present world circumstances, of the disaster which would be precipitated by a strike. I arranged to meet the groups separately in the hope that at a later time further joint meetings would serve a useful purpose.

"Both parties to the dispute made themselves available to me at all times and

afforded me every opportunity to carry on my duties. I was shown every personal consideration by both groups.

"In the three days and nights available to me I met both parties many times and used all the resources at my command to achieve a settlement of the dispute. In the end, I failed in my efforts.

"The dispute is unresolved and the employees are on strike. In these circumstances, it would not be helpful to make a formal report on the merits of the issues at stake nor do I understand it to be part of my duties. Indeed, it is impossible for a mediator working for a short period to assess fairly the merits of a complicated dispute. He must concentrate on obtaining a workable settlement.

"For your information, I attach copies of three documents setting out formal offers of settlement by the parties. These, in the order in which they were presented, are described by the parties as follows:—

- (1) Memorandum from the Joint Negotiating Committees of the Terms on which a Strike Can Be Avoided. (This was handed to me as a typed document.)
- (2) Memorandum (by the Railways) to the Special Commissioner. (A statement initiated by the Presidents of the two chief companies and handed to me.)
- (3) Memorandum as to Terms of Settlement. (Presented orally to me by the Joint Negotiating Committees and described by them as a "terminal offer".)

"These documents were all presented in the late hours of Monday, August 21, or the early hours of Tuesday. Only on limited points did they represent fresh offers. To a considerable degree they formalized points which had been tentatively and conditionally accepted at earlier stages.

"The work of the mediator was made extraordinarily difficult by (1) the almost complete lack of confidence between the parties to the dispute; (2) the number and variety of the unions which were attempting to bargain as one unit; (3) the very low level of effectiveness of collective bargaining in the industry; (4) the fact that the rapidly approaching menace of the strike created confusion between genuine bargaining and attempts to make statements of positions before the work stoppage took place.

"Throughout the brief period of my activities I had the most willing and helpful co-operation from the Deputy Minister of Labour and the Director of the Industrial Relations Branch and his staff.

"Faithfully yours,

(Sgd.) "W. A. MACKINTOSH."

MEMORANDUM FROM THE JOINT NEGOTIATING COMMITTEES OF THE TERMS ON WHICH A STRIKE CAN BE AVOIDED.

1. A 5-cent per hour wage increase effective September 1, 1950.
2. A 5-day 40-hour week with 48 hours' pay to be effective September 1, 1951.
3. The 5-day 40-hour week to be applied to hotel and water transport employees.
4. The aggregate amount of money for the 5-cent increase for hotel and water transport employees to be applied to those classifications, but not necessarily on a *pro rata* basis.
5. Contingent on a 2-year agreement, there shall be a cost-of-living bonus effective September 1, 1950, of one cent per hour per point rise in the Cost-of-Living Index; this to be computed half-yearly.
6. The war-saving clause to be based on Government declaration of emergency only.*
7. Ancillary questions as to Regulations, etc., and application of the 5-day 40-hour week to be agreed to in principle along the lines of the "Chicago Agreement".†
8. There should be provision for a Joint Committee and Referee as to application of the 5-day 40-hour week.
9. The Railways to withdraw their counter proposals.‡

MEMORANDUM (BY THE RAILWAYS) TO DR. W. A. MACKINTOSH, SPECIAL COMMISSIONER.

As you are aware the Railways by one concession after another have made major efforts to meet the demands of the two Union groups involved in the present dispute. These offers culminated in the proposals put before the Negotiating Committee by the Railways on August 10, copies of which are in the hands of the interested parties and yourself.

In preparing this offer we explored every avenue which seemed open to us in arriving at a contract intended to last for a period of only one year.

At your request we have now given serious consideration to the possibility of lengthening the contract period so that within a wider framework we might justifiably include provisions not appropriate for a short-term contract. With this in mind we put before you the terms on which a longer contract would be considered possible by the Railways.

* The clause referred to was one suggested by the Mediator during the course of negotiations reading as follows: "In the event that the Government of Canada officially informs the companies and Unions that the international situation has created emergency conditions which require extraordinary efforts on the part of all industries and Canadians, it is agreed that the Unions will waive penalties on overtime which would not have been deemed to be overtime under the contracts existing at the date of this agreement."

† The "Chicago Agreement" refers to the provisions of the agreement between various railways and trade unions in the United States of America, in accordance with which the 5-day 40-hour week was initiated on railways in that country on September 1, 1949.

‡ This reference was to the railways' proposals as to changes in rules.

Terms for a three-year contract

1. A four-cent per hour wage increase effective September 1, 1950; such increases to be graduated as mutually agreed.

2. A five-day 40-hour week with 48 hours' pay to be effective October 1, 1951, with provision for a transitional period of, say, nine months after that date during which penalty overtime rates shall not apply up to 48 hours per week.

3. In consideration of the *three year* contract, a cost-of-living bonus clause by which each 1 per cent rise in the cost of living above the index for October 1, 1951, will be compensated by a bonus of, say, $\frac{2}{3}$ cent per hour.

4. A clause providing that in the event that the Government of Canada officially informs the companies and unions that the international situation has created emergency conditions which require extra efforts on the part of all Canadians it is agreed that the unions will waive penalties on overtime which would not have been deemed to be overtime under the contracts existing at the date of this agreement.

5. Agreement to negotiate in good faith the amendments to existing contracts referred to in the Railways' offer of August 10, 1950, with particular reference to those rules which will facilitate a fair and economical introduction of the 40-hour week. In the event of failure to agree by the first six months of the transitional period of the 40-hour week the parties to agree to appoint a Referee whose decisions shall be binding.

6. Hotel employees and water transport employees are not to be included in the general agreement but provision will be made for a one-year agreement whereby a 2-cents per hour increase, effective September 1, 1950, shall be pooled and distributed to these employees following a review of their positions with workers doing comparable work.

MEMORANDUM (OF THE JOINT NEGOTIATING COMMITTEES OF THE UNIONS) AS TO TERMS OF SETTLEMENT.

1. A wage increase of 5 cents per hour effective September 1, 1950; this to be a flat increase of 5 cents except where otherwise mutually agreed to by the Unions and the Companies.

2. Adoption of a 5-day 40-hour week with 48 hours' pay, effective September 1, 1951.

3. Contingent on a two-year agreement, there shall be a cost-of-living bonus effective January 1, 1951, of one cent per hour per point of increase in the Cost-of-Living Index, to be computed half-yearly on the basis of the Index as at January 1, 1951.

4. In the event that the Government of Canada officially informs the Companies and Unions that the international situation has created conditions which require extraordinary efforts on the part of all industries and all Canadians, it is agreed that the Unions will waive penalties on overtime which would not have been deemed to be overtime existing at the date of this agreement.

5. There shall be provision for a Joint Committee and Referee to deal with ancillary questions in regard to the five-day forty-hour week and for developing the regulations in respect thereto.

Parliament Summoned; Further Negotiations

On the morning of the day that the strike commenced, the Prime Minister stated that the Government regretted that all efforts to settle, by collective bargaining, the labour dispute between the railways and the unions had failed and that a nationwide strike had started. He also announced, as reported above, that Parliament was being called to meet at once so that the representatives of all the people might act together in discharging their responsibilities to meet the situation.

On August 24 the Prime Minister invited the two principals of the trade unions and of the railways to meetings with himself and the Minister of Transport and the Minister of Labour in Ottawa on the following day. On August 25 these meetings were held, and at the request of the Prime Minister, the parties concerned agreed to resume direct negotiations *in camera* the same day to seek a solution.

The renewed negotiations began at 8.15 p.m. on August 25, and continued on August 26 but again ended in a stalemate at 7.30 p.m. that evening.

After the collapse of the direct negotiations, the parties issued public statements with regard to their respective positions. The railways reported that they had made a firm offer of settlement as follows:—

Four cents per hour wage increase to be effective September 1, 1950.

A 5-day 40-hour week to begin September 1, 1951.

A two-year contract to run from September 1, 1950.

An agreement "along lines indicated by the negotiating committee as satisfactory", to negotiate amendments in certain rules.

A clause dealing with payment of straight time up to 48 hours a week in the event of a national emergency.

Hotel and water transport workers, to be covered in a separate contract for one year, to be granted an increase of 2 cents per hour effective September 1, 1950.

The public statement of the unions reported that they had modified their demands. They stated that they had offered to accept a wage increase of 7 cents per hour as of June 1, 1950, instead of July 16, 1949, and to project the application of the 5-day 40-hour week as far ahead as June 1, 1951, and added to that a three-month transition period during which straight time would be payable up to 48 hours per week.

As a possible alternative, the unions proposed that there be a two-year contract with a wage increase of 5 cents per hour retroactive to January 1, 1950, with a cost-of-living bonus provision effective

immediately, under which there would be a wage increase of 1 cent per hour for each one-point rise in the cost-of-living index.

On August 27, representatives of both the unions and railway management made reports to the Prime Minister, the Minister of Transport and the Minister of Labour that their renewed negotiations had failed to result in a settlement.

Legislation Introduced by Prime Minister

When Parliament met on the afternoon of August 29, the Prime Minister asked for leave to introduce, as Bill No. 1, The Maintenance of Railway Operation Act, with the Minister of Trade and Commerce as seconder. Following a brief explanation of the Bill and a few questions by members of opposition parties, it was agreed that the ordinary rules of procedure be set aside and that leave to introduce the Bill be granted. The Bill was then read a first time.

Following certain formalities, the Prime Minister moved the second reading of the Bill and addressed the House. He stated that the purpose of the legislation was to deal with a national emergency, and it was not intended to provide in any way for any permanent procedure to handle labour relations between employers and employees. The normal procedure had been built up over a great many years and was based upon the principle of collective bargaining, which had proved its value in the national economy of Canada. However, the country was faced with a tie-up of rail transportation which, if continued over any lengthy period of time, would bring the economy of the nation to a complete standstill. The Prime Minister referred to the serious international situation and to the measures for increased national security and international co-operation required by the fighting in Korea, and the increasingly grave situation reflected by that struggle.

Continuing, the Rt. Hon. Mr. St. Laurent said:—

"Railways are an essential instrument of defence, of security and of protection in our country, and I am sure those who have the responsibilities for the management of the railways, as well as those who have the responsibilities for the decisions of the men who operate the railways realize that.

"As a matter of fact I know from actual conversation with their representatives they realize it just as keenly as we do. The men who are not working at the present time assert, as they did assert through their leaders in the statements published in our press, that they are not striking

against the government and they are not striking against the public. But the situation is such that a tie-up of transportation inevitably reflects against government—not this government, not a party government, but against government in Canada, and against the public of Canada. I know that is clearly realized and sincerely deplored by everyone in Canada, including all those in management of railways and all those normally engaged in the operation of railways.

"When this strike was announced I realized, as I am sure every hon. member of this House realizes, those who were calling the strike and those who were responding to the call were not breaking any law applicable to their case. They were doing what they thought they were justified in doing for the protection of their interests; but it has been said, and I think it is worth being borne in mind, that the insistence upon what may be normally private rights may at times amount to what becomes public wrongs. And the injury that the insistence on private rights may do to the public weal is sometimes so great that it has to be given serious consideration, because the existence and security of the state is the first and prior consideration for each one of us."

In outlining the reasoning which had played a part in the framing of the Bill, the Prime Minister stated that it had been "very difficult for us to convince ourselves that, in any measure that was going to be a declaration by Parliament that such and such services had to be resumed in the national interest, we should include operators of the railway hotels. It appeared to us to be very difficult to ask Parliament to state that it was of such importance to the national interest of the country to have hotel operations resumed that this step, which I am sure is repugnant to all of us, of saying that so and so should do such and such, should apply to them.

"But, on the other hand, it was represented to us that all these unions had banded together for the promotion of a common cause, and that it would appear to them that any action that was taken which did not apply to all of them and to which any of them submitted, would be regarded as a betrayal of some of those who had banded together for the promotion of a common cause. That was something which it was said would appear to them to be wrong for any Parliament to ask them to do. In drawing our legislation we reluctantly came to the conclusion that that was a feeling which probably existed in the breasts of the men themselves and

which it would not be politic to attempt to override. Therefore in drawing the legislation we have not attempted to make any distinction between any of the services operated by the railway companies which were being performed by the men who had been in the process of negotiation and were now out on strike."

Stating that the Government had shown the utmost respect for the rights of all parties, the Prime Minister declared that every possible avenue of conciliation and mediation was tried before Parliament was called upon to intervene. In the negotiations, certain matters had been recognized as inevitable on both sides, and the Prime Minister explained how these matters had been taken into account in the provisions of the Bill.

The Hon. Milton F. Gregg, Minister of Labour, then gave the members a historical account of developments connected with the dispute up to the time of the meeting of Parliament.

Leader of Opposition Speaks

Debate on the Bill commenced at 11.00 o'clock on Wednesday, August 30, in consideration of the motion for second reading. In leading off the debate, the Leader of the Opposition, Mr. Drew, summarized the economic effects of the strike which were already evident as follows:—

"I think it is impossible to overemphasize the gravity of the situation. From the Atlantic to the Pacific the normal movement of our natural products, our goods, machinery, industrial production and the daily requirements of the people in all the homes of this country, is at a standstill. In British Columbia, Vancouver Island is almost completely isolated from the mainland, except for the airlift which has been established. Fruit growers, farmers, workers in the forests, fishermen and all others are being seriously affected, and those effects become more extensive every day. So it is on the mainland of that great province. Mines, factories and other operations upon which the employment of thousands of people depend have been forced to close.

"The Prairie Provinces face a very special problem. There they see the danger of not being able to deal with their great wheat crop unless this problem is settled immediately. Nor is that the only special problem they have there, where distances make communication and transport by bus and car more difficult than in the more concentrated centres of population. In Alberta hundreds of oil wells already have been closed, causing not only a loss of fuel supplies but also of employment.

In Ontario many of the largest industries are shut down, with resulting loss of employment to thousands of men and women. Farmers are unable to ship their products, and some of the finest crops in the history of this province are going to waste. In Quebec the same situation exists. As in Ontario, the great pulp and paper mills are having immense difficulty in carrying on that business upon which so much of the economy of this country depends, as well as the employment of thousands of people.

"In the Maritimes there is severe disruption of normal activities because of the substantial dependence of so many places in those provinces upon rail service. Prince Edward Island is almost isolated from the mainland because the great railway ferry is not operating. Special hardships also are being felt in Newfoundland. Everywhere throughout Canada the people face mounting difficulties and realize that if this disruption of service continues much longer we face a disaster almost beyond imagination. . . . Just to emphasize how serious this is, may I point out that at this very time the special United Nations force has been divided into three different groups, which for a time could not be brought together by rail and for which much of the heavy equipment required could not be supplied. That is a situation we cannot regard with equanimity at a time like this, when the very survival of our way of life is threatened throughout the world."

Mr. Drew criticized the provisions for compulsory arbitration of the differences between the parties in the event of their not being able to reach a settlement by collective bargaining.* He moved an amendment, seconded by the hon. member for Hamilton West (Mrs. E. L. Fairclough), as follows:—

That Bill No. 1 be not now read the second time but that in the opinion of this House consideration should be given to a measure which would provide for the appointment of a national administrator to ensure immediate operation of the railways pending final solution of the dispute by the free process of collective bargaining.

Statement by Leader of CCF Party

The Leader of the Co-operative Commonwealth Federation, Mr. M. J. Coldwell, stated, in part:—

"The leader of the opposition (Mr. Drew) outlined the difficulties under which various

producers are suffering at the present moment. Let me remark that not only the producers and every consumer in Canada are suffering from the great strike now in progress, but also every railroad employee involved in the strike. The loss of earnings to that great group of Canadian citizens is a serious one to every one of them. . . .

"I do not like this Bill. When I read the preamble it led me to believe that, the railway companies and the bargaining agents of the employees having appeared to agree that existing wage rates should be increased and the forty-hour week introduced, the legislation would involve a settlement along those lines. Had I stopped at the preamble, or had the preamble of this Bill constituted the law, I should say there was much to be said for what is contained in the preamble. As the Leader of the Opposition says, however, when you examine the Bill itself it contains much more than appears on the surface. The rules that have been negotiated by the men over a long period of years, and which in no way enter into this wages and hours dispute, under this Bill may be thrown into the discussion. All matters which the railways or the men care to bring before an arbitrator, if one is appointed, may be the subject of new negotiations. Even a layman who knows very little about railway rules appreciates the fact that those rules have been agreed upon, having regard to the differing circumstances within the various railway systems, over long periods of years. An attempt was made by the railway management to introduce the rules as a bargaining point but, as I understand it, as late as last Friday that feature of the discussion was eliminated by the railway companies. They recognized the impossibility of reaching a speedy agreement in relation to the railway problem if those rules—and I give this only as an example—were thrown into this discussion. . . .

"Then, of course, there is the feature of compulsory arbitration, which has been emphasized by the Leader of the Opposition. In this democratic country we have built up a labour code, a way of doing things, which in the past has worked well. I believe that if more conciliation and a less dictatorial attitude had been shown by the railway managements, collective bargaining would have achieved results and this strike would have been avoided weeks ago. . . .

"The Bill does not contain any deadline for the commencement of the forty-hour week. . . . We should remember that the railway men had come down many months from their original position as to when the forty-hour week should go into effect. The

* On August 29, in an unprecedented joint statement, the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian and Catholic Confederation of Labour, and the Dominion Legislative Committee of the Railway Transportation Brotherhoods, united in announcing their strong opposition to the principal of compulsory arbitration as to the terms of collective agreements.

date the men wanted was June 1, 1951, and the railways suggested September 1, 1951. The Bill does not say that the forty-hour week should go into effect at a date on or before September 1, 1951, the date furthest away. There is nothing in the Bill to that effect, and it may mean nothing to the arbitrator. I believe the Leader of the Opposition is quite right in saying that Clause 3 of the Bill contains no real guarantee, except of a temporary nature, with regard to wages.

"Again, with regard to the forty-hour week, the understanding is and was that if the forty-hour week came into effect—the railway management did not disagree with this—then the take-home pay should be the same. The Bill now before the house contains no guarantee of that. Consequently no matter how much one may want to see the railways resume operations, every member of the house should scrutinize the Bill and understand its implications. I suggest to the Government that, having regard to the debate and the objections or suggestions that are made, it should give an undertaking that the objectionable features will be eliminated in the committee stage to enable hon. members to support what purports to be the purpose of the Bill, namely, the resumption of railway transportation in this country."

Leader of Social Credit Party

The Leader of the Social Credit Party, Mr. Solon E. Low, outlined some of the hardships imposed by the railway strike upon farmers, livestock producers and fruit growers. He went on to say, in part:—

"Thousands of workers are being compelled into idleness and loss of income through enforced shutdown of industries and mines. These people do not quibble about compulsory means. They do not quibble at all about what compulsion itself means. They realize all too well, as do the farmers of Canada, that the railway management and workers, in exercising what they consider to be their sacred rights, are visiting compulsory losses, idleness and frustration upon a whole nation, and that at a time of extreme international danger. . . .

"My colleagues and I in the Social Credit group in this House have applied our minds with all the wisdom and energy that we possess, to the problem that is before us. We have concluded that we have no better means of getting our railways back into operation than through the procedure which is outlined in the Bill now under consideration. In our judgment many of the provisions of the Bill are fair and just,

and they should be effective in accomplishing the single purpose for which the Bill was drafted. In general we agree with the principle of the Bill. With certain clauses we have some reservations, because we think that they are not clear, especially as to time limits of agreements which might be decided upon by an arbitrator and imposed upon the railways and the workers, as well as some other things. In our judgment an arbitrator should not have the power to impose, let us say, five or six year agreements upon the railways or the workers, if that is not what the railways and the workers wish. We feel also, Mr. Speaker, that the arbitrator should be empowered to arbitrate only on those matters which are outstanding at this time. The arbitrator should not have the power to deal with the long-range agreements now in effect, or with those myriads of rules that have been worked out at such cost and over long periods of time. . . .

"We do not think this Bill should set any undesirable precedents. It deals solely with the present crisis, and is designed to do one main and all-important thing—get the trains moving in the interests of all Canadians, in the interests of a strong Canada in this time of grave international stress. And although there are in our judgment shortcomings in some of the clauses of the bill, we feel disposed at the present time to support it in principle."

Sub-Amendment Moved

At a later stage in the debate, the hon. member for Winnipeg North Centre (Mr. Stanley Knowles) moved a sub-amendment, seconded by the hon. member for Cape Breton South (Mr. Clarence Gillis), as follows:—

That the following words be added to the amendment at the end thereof:

Provided that the administrator be instructed to grant immediately the maximum concessions made by the companies during negotiations, and that further negotiations with reference to the present dispute relate only to the questions of (a) a wage increase greater than four cents an hour; (b) the implementing of the forty-hour week for forty-eight hours' pay at a date earlier than September 1, 1951; and (c) the check-off of trade union dues.

After a considerable amount of further debate, the sub-amendment introduced by Mr. Knowles was negatived by a vote of 229 to 13, and the amendment introduced by Mr. Drew was negatived by a vote of 186 to 56.

In closing the debate on second reading the Prime Minister said that he did not

think it was necessary to make any amendment to the Bill to ensure to the workers that any arbitrator would not make an award that would be less favourable to them than the proposals that were in existence at the time the negotiations broke off on Saturday night, August 26. He then went on to say:—

“But we all appreciate that it will be desirable not only to have the men obey the law but also to have them go back to their jobs with a feeling of security that they are getting a fair deal. For that purpose the Government will be prepared to have an amendment introduced at the committee stage to limit the field of determination to that which remained the gap between the parties when the negotiations were broken off, subject, of course, to any further narrowing that the parties may themselves have brought about by their further negotiations at the time an arbitrator is appointed.”

Government Amendment

Upon request, and with the unanimous consent of the House the Prime Minister read the text of the amendment which the Government was prepared to make to the Bill, and the motion for second reading carried by a vote of 192 to 47.

The House then went into committee and the Rt. Hon. Mr. C. D. Howe, Minister of Trade and Commerce, proposed the amendment which had been promised by the Prime Minister. It read:—

That clause 5 of Bill be amended by inserting as subsection (3) the following subsection and renumbering subsections (3) (4) and (5) as subsections (4) (5) and (6):

(3) In deciding any matter under this section, the arbitrator shall decide the matter within the limits of the proposals that he determines were made by the railway companies and the unions in respect of that matter at the time negotiations were terminated between them on the twenty-sixth day of August, nineteen hundred and fifty, or were made by either of them after the commencement of this Act at any time before the matter came before him and which narrow these limits, but the arbitrator by his decision shall not provide for a reduction in a rate of wages established pursuant to Section 3.

Other Amendments

Another minor amendment was moved by the member for Vancouver-Quadra (Mr. H. C. Green), extending from 15 to 30 days the period for collective bargaining between the parties. This amendment was agreed to without division.

The amendment introduced by the Rt. Hon. Mr. Howe was agreed to, following

clarification by the Prime Minister as to the duties and responsibilities which would devolve upon the arbitrator, if one were appointed, in respect of hotel and water transport employees and the proposals of the railways for changes in rules.

After the Bill was reported out of committee, the Prime Minister moved its third reading. At this stage, the Leader of the Opposition moved, seconded by the hon. member for Eglinton (Mr. D. M. Fleming), as follows:—

That Bill No. 1 be not now read a third time but that it be referred back to the committee of the whole for the purpose of striking out Section 5 of the Bill.

The House divided on the amendment of Mr. Drew, which was negatived by a vote of 175 to 49. The Bill then passed on division.

Economic and other Effects of the Strike

It is still too early at the time of writing to gauge anything more than the broad economic effects of the strike. Even in regard to lay-offs resulting from the rail tie-up, only preliminary figures are available. In general it seems clear that the over-all impact of the strike was not as great as was anticipated, and that the ingenuity of Canadians in all phases of business activity played an important part in lessening the hardships that might have accrued.

While tension mounted as the special mediator, Dr. Mackintosh, pressed his efforts in day and night negotiations, each edition of the newspapers and every radio bulletin reflected the anxiety of the nation, in alternating moods of hope and apprehension, with such phrases as “the fateful hour is at hand”. Pre-strike predictions included dire warnings such as one that “the lives of almost everyone will be immediately and, for the most part, adversely affected if the railway strike goes into effect”. On the day the work stoppage began, a metropolitan daily in Central Canada announced that “shortages of meat and other perishable foods are forecast if the strike lasts more than a day or so”. The mayor of one municipality in Northern Ontario declared that its population of 29,000 “will starve within a week unless the strike is lifted.” On August 26 a reputable newsman, apparently misled by statements as to lay-offs that might occur if the strike were prolonged, reported that there were “around 500,000” Canadians idle as a direct result of the strike, and that if it were not settled within a week “this figure will soar to 750,000.”

In actuality, the adversities imposed by the strike fell short of such calamitous forebodings. Nevertheless, the hardships that were experienced were very real, and before work was resumed it appeared that the breaking point in the ability of the managements of many industries to continue production was not far away. This was indicated by the cumulative totals of actual industrial lay-offs and the large number of potential lay-offs reported in the press and through the National Employment Service.

As early as August 19, the Employment Office in St. John's, Newfoundland, reported that 700 track labourers had been laid off in anticipation of the strike. Smaller numbers of track labourers were also reported to have been laid off in other parts of Canada.

The embargoing of goods by the railways affected began as early as midnight on Thursday, August 17, after which time no shipment of livestock or perishable goods was accepted by the companies. Drastic curtailment in rail service commenced on August 21 when the railway managements cancelled many trains in advance of the strike deadline because they would not be able to complete their runs if a last-minute settlement were not reached. An embargo on the acceptance of express traffic was imposed at noon on August 21 by Canadian express companies and by the Railway Express Agency in the United States. Telegraph companies refused to accept night letters the same day. The Post Office stopped accepting parcels for other than local delivery and all but first-class mail was refused unless prepaid at airmail rates.

Trains which were in motion at the time of the strike deadline at 6 a.m., Regional Standard Time, on August 22 continued to a terminal or other convenient point. In the larger centres, baggage room personnel delayed their walk-out to handle the baggage of trains arriving after 6 a.m. Within two or three hours all stations, big and little, were deserted. By arrangement between the railway managements and the unions representing both operating and non-operating employees, single engines were kept in readiness with steam up at certain points in order to take care of emergencies, and small maintenance crews remained at their posts in order to take care of perishable commodities and to provide protection.

To meet the crisis, bus companies and airlines expanded their services to handle travellers, commuters and tourists to the full extent possible. The Canadian Automotive Transport Association announced that every available truck across Canada

would be pressed into service transporting foods, medical supplies and other freight. Many cities had drawn up strike plans in advance, and some of them appointed emergency co-ordinators to see that supply routes were arranged for essential needs. District co-ordinators of the automotive transport organizations worked with municipal officials to ensure the swift movement of bread, milk and other perishable foods. Among numerous notable instances of makeshift arrangements, it was reported in the press that a furniture van carried medical supplies from Toronto to Winnipeg, and that in the Niagara Peninsula brewery trucks were pressed into service to transport peaches to market. Commuters brought bicycles into use and car pools reminiscent of the war years were revived. Passengers debarking from ocean liners at Quebec City were taken to Montreal in cars and buses.

Hotels operated by the Canadian National Railways endeavoured to carry on to the extent that facilities and non-striking personnel would permit, and some guests remained in residence, climbing stairs to their rooms and making their own beds.

A factor in the maintenance of public morale was the maintenance of full service by newspapers and other media for the dissemination of news. The Canadian Broadcasting Corporation continued its network services without interruption, using leased wires of the railway telegraph service, although certain normal program "reversals" and "switches" had to be eliminated.

On the stock exchanges, which continued to operate on leased wires, mild selling pressure was at first experienced but the markets recovered quickly despite the strike.

Vancouver Island and Prince Edward Island were cut off from the mainland almost entirely, and were dependent upon aeroplanes, barges and small boats for food supplies. The Pictou ferry continued to serve Prince Edward Island and before the end of the strike the main railway ferry was permitted to resume operations.

The stoppage of work by the striking railway unions affected the coastal shipping operations of the British Columbia Coast Steamship Service of the CPR and Canadian National Steamships. The isolation of the coastal communities, with their populations of some 15,000 persons, was made complete on August 25 when about 250 unlicensed crew members of coastal vessels operated by Union Steamships Limited went on strike in connection with a dispute between the company and the Seafarers' International Union of North

America. The coastal steamship services of the two railways were also involved in the SIU dispute, but it had no relation to the main railway controversy. An emergency air transportation system was organized to help meet the predicament of the coastal towns and villages.

In another instance of isolation, the town of Atikokan, Ont., about 100 miles west of the Lakehead, appealed for aid on behalf of its 3,000 residents when their supplies of fresh meat, sugar, milk and flour became seriously depleted. A "mercy train" was authorized by the unions' strike committee and was sent to the town with 119,000 pounds of food from Port Arthur.

Nothing in the nature of serious food shortages occurred in any centres of population served by highways and, in fact, mobility through other forms of travel was maintained at a remarkably high level. As an illustration of this, new attendance records were established even during the railway strike at the Canadian National Exhibition in Toronto, which commenced on August 25.

In the industrial field, the best information available at the time of writing indicates that some 47,000 railway employees, composed mainly of workers in the running trades, were thrown out of work by the strike and about 23,225 employees of other industries by reason of lay-offs caused by lack of transportation. The lay-off figures are limited to cases involving over 25 employees. They were obtained through special reports secured from local offices of the National Employment Service, and more than eighty per cent of the lay-offs have been confirmed since the end of the strike. In general, the lay-offs occurred primarily in industries which depend upon a steady supply of bulky raw materials and, secondly, in industries where lack of storage facilities quickly creates a serious problem. Some industrial plants which, under the first impact of the strike, believed that they could not carry on found that they were able to improvise arrangements which enabled them to keep their working force intact and busy. As an example, the management of a large meat packing house in Toronto laid off some of its employees the first day of the strike, but the next day was able to re-hire its entire staff on the basis of a reduced work-week and a regrouping of its personnel. Lay-offs in the meat packing industry were much larger in the West than in Eastern Canada, and, although full information is not yet available, it appears probable that this had a

direct connection with the fact that a good deal of livestock in the West is shipped by railway, whereas in the East a greater percentage usually is shipped by truck and further consignments could be diverted to truck haulage.

An indication that lack of storage facilities was an influential factor in the lay-offs reported is seen in the fact that a large number of these occurred in industries, such as a plant manufacturing breakfast foods, in which the finished product is shipped out quickly after manufacturing. On the other hand, ingenuity played a part in keeping in production other undertakings with similar storage problems. For example, a large lay-off was forestalled in a paper plant in Northern Ontario by taking over the local hockey arena for storage facilities.

Another factor tending to mitigate the effects of the strike was that there is usually an upswing in manufacturing activity during August, and the average plant had an incentive to continue production at as high a level as possible during the strike period in order to meet the demands of markets later in the year. Consequently, every opportunity appears to have been taken by industry to keep plants going and working forces intact. Added to this, the renewal of direct negotiations at the request of the Prime Minister on August 25 and 26, and the confidence that the strike could not last long, created by the calling of Parliament, apparently persuaded many firms to postpone lay-offs as long as possible.

No authentic evidence is yet available as to the total number of industries which may have reduced their working hours temporarily, and no research has yet been possible as to other economic effects such as the spoilage of food from lack of refrigeration facilities or the depreciation of other goods.

Within 48 hours after the beginning of the strike, the picture as to lay-offs resulting therefrom, involving more than 25 persons, was estimated as follows:—

	Workers
Coal Mining: Nova Scotia	3,000
Alberta	4,000
Metal Mining: Sudbury	2,250
Munitions: Quebec City	500
Chemical Products: Parry Sound ..	200
Glass Manufacturing: Hamilton ..	100
Meat Packing: Winnipeg	100
Flour Milling: Port Colborne	100

Subsequent reports from local Employment Offices as to lay-offs involving more than 25 workers form the basis of the following table covering the whole strike period:—

Lay-offs of Non-railway Workers as a Result of Railway Strike

Industry	Atlantic	Quebec	Ontario	Prairies	Pacific	Canada
Logging					45	45
Coal Mining	3,615			4,150	590	8,355
Metal Mining		75	3,000		415	3,490
Manufacturing:						
Food Products	1,260		1,420	1,360	40	4,080
Wood Products		400			180	580
Textiles		45	120	30		195
Paper Products	155		425		15	595
Iron and Steel	50	540	1,500	175		2,265
Chemicals	190	215	330	155	150	1,040
Petroleum Products				45		45
Non-metallic Minerals	325	625	325	40	35	1,350
Non-ferrous Metals				40		40
Electrical Apparatus		65	35			100
Construction and Maintenance.....	60			70		130
Transportation and Communications		120	90	360	380	950
Trade				130		130
Service					40	40
Total	5,655	2,085	7,245	6,555	1,890	23,430

The following table gives the most complete information presently available as to the numbers of workers on the railways and ancillary services who were on strike or laid off because of the strike, together with those who remained at work. Although the table is for August 28, it is considered to represent fairly accurately the situation that existed throughout the entire strike period.

Preliminary Estimate of Number of Railway Workers on Strike, Laid off and Still at Work, August 28, 1950

	CNR	CPR	Other railways	Total
Number on Strike:				
Railway Transportation	73,000	47,000 ¹	3,000	123,000
Hotels	1,650			1,650
Water Transportation	350	700		1,050
Total on Strike.....	75,000	47,700	3,000	125,700
Number Laid Off:				
Running Trades	16,500	16,000 ²		32,500
Sleeping and Dining Car Staffs.....		2,000		2,000
Extra Gangs	4,000	3,000		7,000
Water Transportation		1,300		1,300
Other railways—miscellaneous			3,500	3,500
Total Laid Off.....	20,500	22,300	3,500	46,300
Number at Work:				
Hotels	500	4,100		4,600
Others	8,000	8,900		16,900
Other railways—miscellaneous			5,500	5,500
Total at Work.....	8,500	13,000	5,500 ³	27,000
Grand Total	104,000	83,000	12,000	199,000

¹ Includes 4,600 express employees engaged by a subsidiary company.

² Includes some smaller groups of employees such as yardmasters, signalmen, news agents, restaurant employees and communications personnel, numbering in all around 2,000.

³ The principal railways, among some fifteen operating are the New York Central, The Algoma Central, the Pacific Great Eastern and the Sydney and Louisburg.

Text of the Maintenance of Railway Operation Act

An Act to provide for the Resumption of Operations of Railways and for the Settlement of the Existing Dispute with respect to Terms and Conditions of Employment between Railway Companies and their Employees.

Whereas the operation of railways and subsidiary services serving the country as a whole has been suspended by reason of a failure of the railway companies and the bargaining agents of non-operating, and certain other employees of the companies to reach agreement as to certain terms and conditions of employment;

And whereas the vital interests of the people of Canada and the welfare and security of the nation are imperilled by the suspension of operation of the railways, particularly in existing international conditions;

And whereas the railway companies and the bargaining agents of the employees appear to have agreed that existing wage rates should be increased, and the forty-hour week introduced but appear to have been unable to agree as to the amount and effective date of the wage increase or the date at which the forty-hour week would be effective and the terms and conditions upon which it would be introduced;

And whereas it is essential to protect the interests of the people of Canada and the welfare and security of the nation that operation of the railways be resumed immediately and that for this purpose provision be made for provisional terms and conditions of employment of employees and for the final settlement thereof;

Now therefore His Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

1. This Act may be cited as *The Maintenance of Railway Operation Act*.

2. Within forty-eight hours after the commencement of this Act every railway company shall resume operation of the railway and subsidiary services the operation of which is suspended by reason of the strike now existing and every employee who is now on strike shall return to the duties of his employment with the railway company by which he is employed.

3. The terms of each collective agreement to which this Act applies are provisionally amended forthwith by increasing by four cents per hour each rate of wages established by or pursuant to the agreement.

4. (1) Subject to amendment of its terms and conditions in accordance with this Act, the term of each collective agreement to which this Act applies is extended to include the period beginning on the commencement of this Act and ending on the day on which a new collective agreement entered into between the parties thereto in amendment or revision thereof comes into effect, or on which the arbitrator by a decision under this Act fixes the term of a collective agreement to be entered into in amendment or revision thereof, whichever is the earlier.

(2) The terms and conditions of a collective agreement mentioned in subsection one, amended as provided in this Act, shall be effective and binding on the parties thereto for the period therein mentioned notwithstanding anything contained in *The Indus-*

trial Relations and Disputes Investigation Act or in the agreement and that Act shall apply in respect of the agreement as so amended as if the period during which the agreement was extended by this section were the term of the agreement.

5. (1) If within thirty days after the commencement of this Act, or such longer period as may be fixed by the Governor in Council at the joint request of a railway company and a union, agreement has not been reached between them either as to the terms of a collective agreement in revision or amendment of a collective agreement to which this Act applies or as to an arbitrator to decide such terms, the Governor in Council shall appoint an arbitrator to decide all matters not then agreed upon between them that appear to the arbitrator necessary to be decided for conclusion of such a collective agreement, including the fixing of a term during which the collective agreement shall operate and, subject to subsection two, the fixing of a day or days, whether before or after the decision of the arbitrator, to which the terms of the collective agreement may be retroactive.

(2) The arbitrator shall, with all convenient dispatch, determine and decide from time to time the matters that have not been agreed upon mentioned in subsection one, and if the arbitrator decides that rates of wages fixed by or pursuant to a collective agreement to which this Act applies shall be increased other than by reason of a reduction in the number of hours of work required to be performed each week, the increased rates of wages shall be retroactive to a day not later than the day on which the employees return to work pursuant to this Act.

(3) In deciding any matter under this section, the arbitrator shall decide the matter within the limits of the proposals that he determines were made by the railway companies and the unions in respect of that matter at the time negotiations were terminated between them on the twenty-sixth day of August, nineteen hundred and fifty, or were made by either of them after the commencement of this Act at any time before the matter came before him and which narrow these limits, but the arbitrator by his decision shall not provide for a reduction in a rate of wages established pursuant to section three.

(4) Where the arbitrator has decided any matter not agreed upon between a railway company and a union mentioned in subsection one, the railway company and the union shall give effect to the decision and shall conclude a collective agreement for that purpose and until they do so the collective agreement to which this Act applies to which they are parties shall be deemed for the purposes of *The Industrial Relations and Disputes Investigation Act* to have been amended, *mutatis mutandis*, to give effect to the decision and to have effect, notwithstanding anything in that Act, for the term fixed by the arbitrator, but nothing in this section shall be deemed to limit or restrict the rights of parties to the agreement to agree to vary or amend any of the terms of the agreement as so amended and to give effect thereto.

(5) The arbitrator may establish the procedure to be followed for the purposes of the arbitration.

(6) The arbitrator shall, for the purposes of the arbitration, have all the powers conferred on a conciliation board under sections thirty-three and thirty-four of *The Industrial Relations and Disputes Investigation Act* for the purpose of conciliation proceedings.

6. No person acting on behalf of a railway company shall refuse to permit, or authorize or direct another person to refuse to permit an employee who has gone on strike before the commencement of this Act to return to the performance of the duties of his employment with the railway company or discharge, or authorize or direct another person to discharge such an employee by reason of the employee having gone on strike.

7. Each person who at the beginning of the strike of employees now existing was authorized on behalf of a union to bargain collectively with a railway company for the revision or amendment of a collective agreement to which this Act applies, shall forthwith give notice to the members of the union that any declaration, authorization or direction to go on strike, declared, authorized, or given to them before the commencement of this Act has become invalid by reason of the coming into force of this Act.

8. In this Act

- (a) "arbitrator" means an arbitrator appointed under section five;
- (b) "collective agreement to which this Act applies" means a collective agreement between a railway company and a union the revision or amendment of which was the subject of negotiations between the railway company and the union on the twenty-first day of August, nineteen hundred and fifty, under the provisions of *The Industrial Relations and Disputes Investigation Act*;
- (c) "employee" means an employee of a railway company bound by a collective agreement to which this Act applies, or on whose behalf such a collective agreement has been entered into between the railway company and a union representing the employee;
- (d) "railway company" means a company, commission or association listed in Schedule A;
- (e) "union" means a trade union listed in Schedule B; and
- (f) other words and expressions have the same meaning as in *The Industrial Relations and Disputes Investigation Act*.

SCHEDULE A

Canadian Pacific Railway Company
 Dominion Atlantic Railway Company
 Esquimalt and Nanaimo Railway Company
 Quebec Central Railway Company
 Canadian Pacific Express Company
 Eastern Abattoirs Limited, Montreal, Que.
 New Brunswick Cold Storage Company Limited, Saint John, N.B.

Canadian National Railways
 Canadian National Railway Company
 Montreal and Southern Counties Railway Company
 Niagara, St. Catharines and Toronto Railway Company
 Thousand Islands Railway Company
 Canadian National Telegraph Company
 Canadian National Steamship Company Limited
 Canadian National Transportation Limited, Port Arthur, Ont.
 Northern Alberta Railway Company
 Montreal Stockyards Company
 Toronto Terminals Railway Company
 The Public Markets Limited, St. Boniface, Man.
 Ontario Northland Transportation Commission
 The Toronto, Hamilton and Buffalo Railway Company
 The Railway Association of Canada
 Vancouver Hotel Company Limited.

SCHEDULE B

Commercial Telegraphers' Union of North America
 Brotherhood of Railroad Signalmen of America
 International Brotherhood of Electrical Workers
 Canadian Brotherhood of Railway Employees and Other Transport Workers
 Brotherhood of Express Employees
 The Order of Railroad Telegraphers
 Brotherhood of Maintenance of Way Employees
 Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees
 International Brotherhood of Blacksmiths, Drop Forgers and Helpers
 International Association of Machinists
 United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada
 Brotherhood of Railway Carmen of America
 International Brotherhood of Boiler Makers, Iron Ship Builders and Helpers of America
 Sheet Metal Workers' International Association
 International Moulders and Foundry Workers' Union of North America
 International Brotherhood of Firemen and Oilers, Power Plant Employees, Roundhouse and Railway Shop Labourers
 Hotel and Restaurant Employees and Bartenders' International Union.

CANADIAN CO-OPERATIVES CONTINUE TO EXPAND

Canadian co-operatives recorded a membership of close to a million and a quarter persons in 1949, and did a business of over a billion dollars.

For the first time since records have been kept, the annual volume of business transacted by Canadian co-operatives in 1949, exceeded one billion dollars, according to the eighteenth annual summary compiled and published by the Economics Division of the Federal Department of Agriculture under the title *Co-operation in Canada, 1949*. The increase over the total reported in 1948 amounted to over \$200,000,000. The marketing co-operatives reported a volume increase of approximately \$167,000,000 in 1949 and the purchasing co-operatives \$34,000,000.

Among the marketing and purchasing co-operatives there was an increase of 128 associations, or about five per cent. The number of fishermen's co-operatives that reported increased by 16, due mainly to the inclusion of Newfoundland, together with a small increase in Prince Edward Island. Service co-operatives showed a gain of 88, derived mostly from more complete coverage in Ontario and Quebec.

The membership recorded was 1,219,712 and the total business amounted to \$1,001,437,990. Newfoundland, which reported for the first time in 1949 showed a membership of 6,092 in 35 co-operatives, seven of which are fishermen's and the remainder marketing and purchasing co-operatives. The Department of Fisheries and Co-operatives in the new province is responsible for administering co-operative legislation and supervising co-operative activities. Resulting from a conference of co-operative leaders in Newfoundland held at Grand Falls in November, 1949, arrangements were completed with co-operatives in Moncton and Halifax to aid in the marketing of fish. Steps were also taken to organize a provincial co-operative union which, it is expected, will become affiliated with the Co-operative Union of Canada.

For the crop year ended July 31, 1949, the sales value of farm products marketed by co-operatives in Canada amounted to \$783,293,225, an increase of \$166,945,748 over the total reported for the preceding crop year. All farm products, with the exception of wool, fruits and vegetables, shared in the general increase. The largest increase was reported by the dairy products, livestock and grain co-operatives. Sales

values of grains increased by \$81,000,000. This increase, it is stated, was due to a rise in price of western wheat, as well as increased handlings by the three pools and the United Grain Growers.

Considered in relation to sales values, it has been calculated that during 1948-49, co-operatives handled 32.9 per cent of the main farm products which entered into commercial channels of trade, an increase of .8 per cent over the preceding year.

Merchandising

Sales of merchandise (food products, clothing, home furnishings, petroleum products, feed, fertilizers, machinery, fuel and building materials, etc.) amounted to \$191,804,630, an increase of \$33,930,585 over the previous year. The increases occurred mainly in sale of farm machinery, clothing, home furnishings, food and fuel.

Retailing

Attention is drawn in the summary, to the difficulties encountered in compiling statistics on co-operative retail sales, inasmuch as not all merchandising is carried on in what was generally regarded as "stores". It was stated, however, that the sales of food products in 769 co-operative retail stores amounted to \$48,900,000 during 1949. Clothing and home furnishings were handled by 532 outlets, but the volume in these items was small compared to feed and fertilizer sales of \$15,000,000 through 317 stores.

Wholesaling

There were eleven co-operatives mainly engaged in wholesaling farm supplies and consumer goods that reported in 1949. These eleven wholesales had 24 places of business and were owned, through federation, by 1,829 local co-operatives. Their total assets amounted to \$20,354,250. Plant value, or value of fixed assets, less allowance for depreciation amounted to \$5,010,973, an increase of \$1,000,000 over 1948.

It is pointed out in the summary that co-operative wholesaling in Canada has not, as yet, been sufficiently developed to serve

fully all local co-operatives. This was shown by a comparison of the sales figures of the local associations with those of the wholesales, the former being much greater than the latter.

Service Co-operatives

It is stated that service co-operatives are steadily increasing in number and membership. The 156 service type co-operatives that reported in 1949 had a combined membership of 58,714, and the total revenue derived from services rendered during the year amounted to \$2,500,000. Electricity co-operatives in Quebec and Alberta were helping in the extension of electric services to rural areas. In Ontario, rural medical service co-operatives were providing pre-paid hospital plans for thousands of farmers and their families. A unique co-operative in Ontario is designed to provide a restful vacation for farmer members and their families. The co-operative has acquired 85 acres of land on the shore of a lake in central Ontario. The land is being cleared and cottages will be built to provide the rural citizens of the area with a centre for rest and relaxation in the form of picnics, fishing, swimming, boating, etc.

Fishermen's Co-operatives

More than 100 fishermen's co-operatives, with a combined membership of 16,300, reported on their operations for 1949. The

total business transacted amounted to \$16,729,765. This was an increase over the previous year by reason of the inclusion of seven associations in Newfoundland, as well as ten others that reported for the first time.

Increasing interest in the co-operative marketing of fish by inland lake fishermen is evident from the incorporation of the Inland Lake Fishermen's Co-operative on Lake Erie and of a similar association by fishermen on Lake Winnipeg. In northern Saskatchewan a school to train co-operative leaders has been proposed with a view to handling the product of the commercial fisheries of the many lakes in the northern portion of the province.

Insurance

There were 410 organizations classified as farmers' mutual fire insurance companies active in Canada in 1948. The net amount of insurance at risk with these associations was reported to be over two billion dollars and losses paid in 1948 amounted to \$5,552,594.

The Co-operative Life Insurance Company, with headquarters in Regina transacted business in six provinces and was planning to extend operations to a seventh province. It reported coverage on the lives of 38,000 Canadians in 1949 and the amount of insurance in force was \$25,800,000, an increase of \$8,000,000 over 1948.

INTERNATIONAL LABOUR ORGANIZATION

112th Session of ILO Governing Body

At the 112th Session of the Governing Body of the International Labour Office, held at Geneva during June, 1950, the Canadian Government was represented by Mr. N. F. H. Berlis, Secretary, Permanent Delegation of Canada to the European Office of the United Nations; while Mr. Harry Taylor, Canadian National Carbon Company Ltd., Toronto, was present as a member of the Employers' group.

A series of questions relating to the work of the ILO were considered at this meeting. A total of 22 items were on the agenda of the session; but since many of the decisions taken were of an administrative nature, only a few, of general interest, are described here.

Studies of Labour Problems

The Governing Body instructed the International Labour Office to prepare "law and practice" reports on the following subjects so that it may then be decided whether these items should be included on the agenda for the 1952 Session of the International Labour Conference:—

- (a) protection of the health of workers in dangerous trades;
- (b) reduction of working hours as a result of increased productivity;
- (c) employment of young persons in underground work in coal mines.

It was decided to appoint committees to deal with the following three subjects: Systems of Payment by Results; Status and Conditions of Employment of Domestic Workers; Industrial Safety and Health.

Technical Assistance

The Governing Body approved the general lines of a program describing some of the technical assistance activities which the Organization could undertake in the manpower field. These include: the establishment of a model employment office, organization of employment information institutes, occupational analyses and classi-

fication, general organization and administration of national training programs.

The Governing Body accepted an offer made by the States Members of the Organization for European Economic Co-operation which are Members of the ILO to make available to the ILO a total sum amounting to the equivalent of \$988,000 for the establishment of a special fund to be devoted to financing additional action in the field of migration. In the memorandum explaining this offer, the States Members of the OEEC expressed their appreciation of the work carried out by the Preliminary Conference on Migration held at Geneva from April 25 to May 9, 1950. The Governing Body authorized the Director-General, in the expenditure of these funds, to furnish technical assistance to emigration and immigration countries in accordance with the conclusions of this Conference.

Industrial Committees

A series of decisions was taken relative to the programs of various industrial committees of the ILO. The Petroleum Committee will hold its third session in Geneva, October 23 to November 4. The Textiles Committee will meet at Lyons, later in November. The Plantations Committee will hold its first session in Indonesia in December. During 1951, the Building, Coal, and Inland Transport Committees will meet.

Freedom of Association

The Governing Body completed the membership of the Fact-Finding and Conciliation Commission on Freedom of Association (L.G., May, 1950, p. 666) with the appointment of Sir Harold Beresford Butler, K.C.M.G., C.B. (United Kingdom), Director of the International Labour Office, 1932-1938; and the Hon. Frank J. Murray (United States of America), Associate Justice of the Massachusetts Superior Court.

Legislative Jurisdiction in Regard to Recent Conventions and Recommendations

Following the close of each Session of the International Labour Conference, it is the practice of the Department of Labour to refer any Conventions or Recommendations which have been adopted to the Department of Justice for an opinion as to

whether their subject matter lies within federal or provincial jurisdiction.

On July 11, 1950, the Deputy Minister of Justice gave an opinion in regard to the texts adopted at the 32nd Session of the International Labour Conference, held

in Geneva in 1949 (L.G., Sept., 1949, p. 1088). Of the eight Conventions adopted at this Conference, four were stated to be wholly within federal jurisdiction; the remaining Conventions, and all four of the Recommendations, were considered to be partly within federal and partly within provincial jurisdiction.

The opinion was set forth in the following letter:—

DEPARTMENT OF JUSTICE
OTTAWA

Ottawa, July 11, 1950.

The Deputy Minister,
Department of Labour,
Ottawa.

DEAR SIR:—

Re: *ILO Conventions and Recommendations*

You have requested my opinion as to whether the following Conventions and Recommendations of the International Labour Conference are appropriate under the constitutional system of Canada for federal action or for action in whole or in part by the governments of the Provinces:—

Convention (No. 91) concerning vacation holidays with pay for seafarers (Revised, 1949);

Convention (No. 92) concerning crew accommodation on board ship (Revised, 1949);

Convention (No. 93) concerning wages, hours of work on board ship and manning (Revised, 1949);

Convention (No. 94) concerning labour clauses in public contracts;

Convention (No. 95) concerning the protection of wages;

Convention (No. 96) concerning fee-charging employment agencies (Revised, 1949);

Convention (No. 97) concerning migration for employment (Revised, 1949);

Convention (No. 98) concerning the application of the principles of the right to organize and to bargain collectively;

Recommendation (No. 84) concerning labour clauses in public contracts;

Recommendation (No. 85) concerning the protection of wages;

Recommendation (No. 86) concerning migration for employment (Revised, 1949);

Recommendation (No. 87) concerning vocational guidance.

I am of opinion that the Conventions numbered 91, 92, 93 and 94 are wholly within the authority of Parliament, being in relation to shipping and to labour clauses in public contracts entered into by the central authority. I am further of opinion that the Conventions numbered 95, 96, 97 and 98 and the Recommendations numbered 84, 85, 86 and 87 are partly within the authority of Parliament and partly within the authority of the Legislatures of the Provinces.

Yours truly,

(Sgd.) F. P. VARCOE,
Deputy Minister.

Proposal for International Study of Industrial Health

A committee of experts on industrial hygiene, appointed jointly by the International Labour Organization and the World Health Organization, recently recommended that ILO and WHO collaborate in a preliminary investigation of the effects of modern industrial methods on the health and life expectancy of workers.

The committee suggested that the investigation should serve as a basis for the consideration of what further action might usefully be taken on the problem. The committee's proposal arose from a suggestion contained in a memorandum submitted by the American Federation of Labour.

This recommendation was contained in a report adopted by the committee at the conclusion of a six-day meeting at the International Labour Office.

The committee reviewed the activities of the two organizations in the field of industrial hygiene, and recommended that close liaison be maintained between them to assure "that the appropriate aspects of a particular matter are dealt with by the appropriate body."

The committee expressed the view that special training of doctors and auxiliary medical personnel was required in the field of industrial health.

The meeting was attended by five members appointed by ILO and four named by WHO. Sir Joseph Bore, Chairman of the Indian Health Survey and Development Committee, was unanimously elected as Chairman.

The committee's report will be submitted to the Governing Body of the ILO and the Executive Board of WHO.

EMPLOYEE RECREATION ACTIVITIES IN THE UNITED STATES

A recent survey of employee recreation programs in 264 United States firms lists 158 different activities carried on by the various companies. Three-fifths of the programs are administered by the employees, but 9.2 per cent of the companies make some contribution to the operating expenses.

Recreation programs for workers in the United States are the subject of a report* prepared by the National Industrial Conference Board and published in New York in December, 1949. Designed to guide management in deciding whether or not to adopt a specific policy on employee recreation, the report provides information on the organizing and financing of suitable programs.

A total of 264 plants and offices which were known to have employee recreation activities were chosen for the survey. The number of persons employed by these companies was 1,245,124 including 1,034,922 employed by 216 manufacturing companies.

The report points out that the recreation activities of a company will vary according to the geographic location of the plant or office, the availability of other recreation activities, the age, sex, background and marital status of employees, the hours of work, the length of the lunch period, and the support of employees and management. The size of the company, while a contributing factor, is not so important since activities depend, for the most part, upon initiative and planning over which the large company does not have a monopoly.

Of the 100 activities which were most popular among employees, approximately one-half were athletic or sports activities, a quarter were educational and cultural and a quarter were social. The four most popular recreations were sports—bowling, softball, golf and basketball. Immediately following in popularity were two social pastimes—picnics and Christmas parties.

Other popular activities were horseshoes, parties, baseball, social dancing, banquets, chorus or glee club, table tennis, movies, lawn tennis, bridge, photography, checkers, fishing, gun club, chess, volley ball, library, rifle shooting, excursions, badminton, swimming, theatre tickets at discount, play production, archery, band, fashion shows, pinochle, shuffleboard, pistol shooting, gar-

dening, horseback riding, square dancing, minstrel show, pool, stamp club, darts, roller skating, lectures, billiards, smokers, trap shooting, cribbage, field days, bingo, hobby show, public speaking, club, musicale revues, handball, boxing, theatre parties, ice skating, orchestra, quoits, skeet shooting, bait casting, calisthenics, skiing, sewing, hunting, dancing class, touch football, weight lifting, carnival, boating, boccie, hobby club, kittenball, scouting, dartball, flying, art class or club, euchre, hockey, beauty contests, hiking, dominoes, fencing, football, wrestling, knitting, personality course, camping, croquet, model making, operetta, track and field, leather work, bicycling club, crocheting, foreign language class, metal work, deck tennis, radio club, magazine editing.

With regard to sports, the report observed: "The sports activities found most frequently in programs of the companies in this survey are those in which a large number of employees participate, as opposed to those in which they are spectators. Baseball, for instance, ordinarily considered a game requiring professional skill, is far outranked by softball."

The children of employees play a special part in certain organized activities. It was learned that the Christmas party was the major company recreation in which children participated, the younger generation being included in this event in 84 out of the 264 companies. Other events in which the children are often included are picnics and special movie parties designed to appeal to the younger mind. During the summer, some firms open their recreation areas to children, and a few maintain summer camps which the children attend for periods of a week or more.

Recreation Facilities

The development of employee recreation programs is, in many cases, dependent upon the extent to which the facilities of agencies outside the company are used. The survey revealed that the most general type of facility utilized was athletic fields. Of the 171 companies using athletic fields, 51 per

* *Employee Recreation Activities—Administration and Cost.* Studies in Personnel Policy, No. 102. National Industrial Conference Board, Inc., 247 Park Avenue, New York 17, N.Y.

cent had their own facilities and 40 per cent used public facilities. Usually, the company bore the entire cost of maintenance.

Assembly halls utilized by two-fifths of the companies varied greatly in size, from a small basement room to large auditoriums seating hundreds of employees. About 65 per cent of the companies maintained their own halls.

According to the report, 130 companies used picnic grounds, 52 taking advantage of public facilities, 47 using their own grounds and 31 renting outside facilities. If company grounds were equipped with tables and benches, they could also provide, in favourable weather, a place for eating daily lunches and for playing table games.

Thirty-seven companies were found to be still assisting employees with the garden projects which were started during the war.

Administration

In most cases, recreation activities are managed by the employees, the report showed. In only a little over a third of the companies, the personnel department acted as the chief administrative agency. Even when that department does handle administration, the company employees may have their own recreation organizations. In some plants, the personnel branch coordinates activities that are organized by the employees, and in others participates to a greater degree in the planning.

Central employee associations administered 46 per cent of the recreation programs included in the survey. In 33 of the 121 associations, membership was automatic with commencement of employment. Activities were financed not by dues but by such means as automatic vending machines, playing or admission fees or company contributions. The remaining 88 associations charged membership dues.

Almost two-thirds of the associations were governed by boards of directors, governors or trustees, the largest group having between 5 and 9 directors. In the majority of cases, the directors were chosen annually, continuity being achieved in certain associations by having only a part of the directors elected or appointed each year.

Administration by Trade Unions

In several companies, local trade unions sponsored recreation activities for union members, but in only one did the survey find that the union handled the major part of the recreation for all employees.

The recreation headquarters of this union, the United Automobile Workers (CIO) situated in Detroit, consist of a director,

assistant director and stenographers. Specialists are employed on a part-time basis. The director is responsible for the inter-union recreational activities of the union members living in that city. Fourteen regional councils, generally made up of the recreation chairmen from the local unions in the area, manage programs in other sectors of the country where union members are concentrated.

Directors

The survey showed that a full-time recreation director (also known as recreation counsellor, recreation co-ordinator, etc.) was employed by a quarter of the companies surveyed. In 64 per cent of these companies the director, whether part-time or full-time, reported to the head of personnel; in eleven per cent he was under the supervision of the head of employee services; and in 7.4 per cent he reported to employees.

Staff Programs

In more than one-fifth of the companies, the employees ran the recreation programs without assistance from management, and in over half there was only part-time assistance from the employers.

Sports referees constituted the largest group of employed non-staff assistants, with persons assisting in musical activities the next largest. "Eighteen companies employ music directors," the report noted, "13 choral directors, seven have band directors and two have orchestra leaders."

Financing the Programs

In the great majority of recreation programs, management and workers joined in meeting the financial costs. Next to company contributions, the most important source of revenue was playing fees (bowling, pool, golf, etc.). Half of the companies used this method of financing. A considerable number relied to a certain extent on profits from automatic vending machines while others found canteen profits a good source of revenue. Through their association or club dues, employees in 42 per cent of the companies helped to pay for their recreation activities.

In many cases where the company contributed toward recreation funds, the donation was directly related to the employee contribution. This amount was set by the management as a definite proportion—ranging from 50 to 200 per cent—of the dues paid to the recreation association or of the total income of the association.

The median company expenditure for each employee was estimated as follows:—

“The median is \$10 per employee in companies having less than 500 employees, \$5 per employee in companies having 500 but less than 1,000 employees, \$2.50 in companies having between 1,000 and 5,000 employees and \$1.88 in the largest companies, those having 5,000 or more employees. The median company expenditure for the entire group of 166 companies is \$2.88 per employee.”

Over three-fourths of the companies contributed to the cost of medical and hospital treatment for employees injured during recreation periods.

Conclusion

In assessing the value of company programs, the report comments:—

“The wide appeal of recreation programs, as presently demonstrated, is shown by the fact that more than 45 per cent of the companies surveyed report that 50 per cent or more of their employees are taking part in the company programs. As the company increases in size, it becomes more

difficult to obtain a high degree of participation, even though the program is expanded in the larger organization to offer more activities to satisfy more interests. While in the group of largest companies—those with 5,000 or more employees—37 per cent have programs in which at least half of their employees participate, nearly two-thirds of the companies having less than 500 employees report that degree of participation. In most of the companies in the smallest-size category, at least 70 per cent of the employees are taking part.”

In the opinions of the various managements, a number of specific advantages resulted from organized recreation. Heading these was improvement in morale, which was mentioned by 30 per cent of the companies. Second on the list was the opportunity for employees to become better acquainted with each other and with members of the management. Other worthwhile benefits were the availability of recreation at a lower cost than the individual employee can afford, improvement in health and a chance to develop personality.

RECENT PREPAREDNESS MEASURES IN THE UNITED STATES

The sudden outbreak of war in South Korea and the tense world situation resulted in extensive measures for preparedness in the United States.

The following article summarizes the more important of these steps, as they affect the U.S. economy, and the attempt to combat inflation by voluntary means if possible.

In reviewing the position of the U.S. economy, on July 26, soon after the outbreak of the Korean war, President Truman asserted that the chief national goal in this critical period was “production and more production.” Despite a record national output of \$270 billion, Mr. Truman warned that still higher productivity objectives must be set and met.

Mr. Truman estimated that present American human and material resources should enable the country this year to add another \$8 to \$10 billion to present peak output. The administration was confident that the U.S. economy had weathered its post-war trials, and was now ready to forge ahead.

The task as laid out by the President was twofold: first, to get the greatest volume of total production possible; and secondly to emphasize the right kind of production, and the best utilization of products. This program, while not as all-absorbing of the economy's output as in World War II, would, in Mr. Truman's opinion, demand sacrifices by all Americans.

In presenting his economic review to Congress in late July, Mr. Truman asked for certain basic minimum powers as a brake against inflation. He requested control of consumer instalment credit; restraint of private real estate credit; mandatory authority for the allocation of priorities and essential materials, and a limit on the

production of non-essential civilian goods which require strategic materials; government cutbacks on projects requiring essential manpower, materials or facilities; stepped up procurements; and loans to producers of military equipment. Mr. Truman did not ask for legislation for price, wage or manpower controls, or for rationing.

Labour's Participation

Organized labour in the U.S. was quick to give its full support to the preparedness program, but asked to be allowed "genuine participation in the planning and administration of defence policy."

Early in July, representatives of labour met with W. Stuart Symington, Chairman of the National Security Resources Board to discuss labour's role in the program. As a result of this meeting, a twelve-man national policy committee was formed to consult with Mr. Symington on domestic mobilization plans. The committee will equally represent labour, industry, agriculture and the public. Labour is to be represented by CIO President Philip Murray, AFL President William Green, and Al. J. Hayes, President of the International Association of Machinists. However, those present at the meeting were not entirely satisfied, and a joint statement on labour policy in this regard was issued by William Green, AFL President, following the meeting. In his statement, Mr. Green said:—

"We pointed out to Mr. Symington that any plan for present or future mobilization of American resources must provide full and adequate representation for organized labour in the policy, planning and operational divisions of the Government agencies involved. It was also pointed out that the creation of more advisory bodies in such agencies will not meet the nation's needs, and that in the past this type of advisory structure has proved ineffective."

In the important field of industrial relations, President Green of the AFL has gone on record as saying "that we (the AFL) stand ready now, as we did in World War II when we gave the no-strike pledge, to do so whenever the President . . . advises us such action is necessary. . . ." John L. Lewis, UMW President, opposed such a proposal; and CIO President Philip Murray felt that it was premature.

Manpower

In the manpower field, U.S. employment figures were at the highest level in history during August. The Census Bureau reported employment at 62,367,000 for the

month, an increase of over one million from July.

It is still too early, the Bureau reported, for the economy to reflect the full impact of the crisis on the manpower situation. However, while no mass manpower shortage has developed, there are indications that the supply of skilled workers in certain critical industries is becoming limited. In comparison with 1940, the possible reserve of manpower which can be utilized in the near future is small. There were over 8,000,000 unemployed in 1940 compared to 2,500,000 in 1950. Commenting on this situation, the U.S. Secretary of Commerce said:—

"The economy was gradually moving toward full employment before the Korean crisis. With increasing defence preparations, it may be expected that this trend will continue at an accelerated pace."

Another complicating factor in the manpower situation is the demand of the draft. The U.S. Army had requested Selective Service to draft a total of 170,000 men by November, and in addition it is expected that over 500,000 reservists and National Guardsmen are slated for call by late fall. By the end of the year, two million men are to be in uniform. Early in September, President Truman announced a new goal of three million men for the armed services to meet American commitments in Europe and elsewhere. These figures do not include certain "smaller-than-divisional size" Reserve units called to service.

These service requirements are expected to have some effect on industry in that skilled workers will be among those called, and as the labour supply dwindles, management will find it more difficult to find suitable replacements.

Legislation

On September 1, the U.S. Congress passed the Defence Production Bill, which had been under discussion since July 19. The bill, as signed by President Truman is in seven sections. These deal with price and wage stabilization; priorities and allocations; authority to requisition; expansion of productive capacity and supply; settlement of labour disputes; control of consumer and real estate credit; and certain general provisions.

The bill empowers the President to seek the voluntary co-operation of industry and labour to keep down prices and stabilize wages, and, if it becomes necessary, to invoke mandatory controls on a selective basis in any industry or industries where he finds prices rising at an unreasonable rate. However, if prices in a given industry are fixed, wages must also be frozen.

If conditions should reach a very critical or chaotic stage, Mr. Truman is empowered to call for blanket price and wage controls covering all industry, and is obligated to set up an agency similar to the World War II Office of Price Administration to administer price regulations. The basic price period, should price control become necessary, is between May 24 and June 24, 1950. The bill also states that "no wage, salary or other compensation shall be stabilized at less than that paid during the period from May 24, 1950 to June 24, 1950 inclusive." Prices or rentals for real property, professional services, insurance rates and rates of utilities and public carriers are exempted from the bill's provisions. Rentals were already controlled by a separate act.

The act also gives the President authority to set up an agency equivalent to the War Labour Board of World War II, for the settlement of labour disputes. However, no action contrary to the Fair Labour Standards Act of 1938, as amended, the Taft-Hartley Act of 1947, or other applicable laws can be taken under this provision of the bill.

The other provisions of the bill give the President wide powers in other sectors of the economy, as well as providing for a joint ten man committee of the Senate and House of Representatives to keep the bill's operations under constant surveillance.

Economic Stabilization Agency

Under the powers granted him by the Defence Production Bill, President Truman on September 9, announced the creation of the Economic Stabilization Agency to curb both prices and wages by voluntary means. In setting up the new agency, Mr. Truman said:—

"If we adhere faithfully to the principles of self-restraint . . . we can lessen the need for controls. But controls will still be necessary in some cases where voluntary individual action is not enough or where the honest majority must be protected from a few chisellers. In those cases, the Government will not hesitate to use its powers."

In his statement, Mr. Truman asked for higher income taxes, an excess profits tax, harder work and longer hours, and no pay raises over and above those necessary to keep up with the cost of living. He named W. Stuart Symington, as co-ordinator of the whole program. At the same time, the President laid the basis for price controls by ordering business to keep records of prices and costs between May 24 and June 24. In closing his address, Mr. Truman said that "to the extent necessary, workers and plants will have to stop making some civilian goods and begin turning out military equipment."

THIRTEENTH ANNUAL CONVENTION OF THE QUEBEC PROVINCIAL FEDERATION OF LABOUR (TLC)

Commencing with this year the Federation will present a brief annually direct to the Minister of Labour of the Province of Quebec on matters concerning provincial labour legislation.

The thirteenth annual convention of the Quebec Provincial Federation of Labour was held in Quebec City on June 16, 17 and 18, 1950. The convention was opened by Mr. J. B. Hurens, President of the Federated Trades and Labour Council of Quebec and Lévis. After welcoming the delegates on behalf of his organization, Mr. Hurens introduced Mr. Lucien Borne, Mayor of Quebec, Mr. Raoul Trépanier, a former President of the Federation and now in the Conciliation Service of the Federal Department of Labour, and Mr. Gordon G. Cushing, General Secretary-Treasurer of the Trades and Labour Congress of Canada, who delivered the opening address and conveyed to the delegates the good wishes of Mr. Percy Bengough, President of the Congress.

Fraternal delegates to the convention were Mr. J. P. Nicol, director of the Education and Research Department of the Brotherhood of Pulp, Sulphite and Paper Mill Workers, and Mr. Harry Finch, international representative of the International Typographical Union.

Progress of Labour Organization in Quebec Province

Before discussing the various activities of the Trades and Labour Congress during the year, Mr. Cushing emphasized the fact that the workers of the Province of Quebec have made just as rapid progress as those in any other place in Canada:—

"I remember that on several occasions the Province of Quebec has been blamed

for delaying the progress of the rest of Canada, I have been attending the conventions of the Trades and Labour Congress of Canada since 1941, and I have often seen resolutions presented requesting an improvement in wages and working conditions in the Province of Quebec in order to allow other parts of the country and other workers to get ahead. I have heard a number of delegates expressing themselves this way: 'If it wasn't for the Province of Quebec, we could get better conditions than we have now'. Since I have had the opportunity of getting a closer view of the labour situation—and by that I mean from the headquarters of the Congress—I realize how unjust these assertions were. The workers in the Province of Quebec have made just as rapid progress as those in any other place in Canada, and I am convinced that they will continue to advance. The improvement in wages and working conditions has been phenomenal in many cases, and the workers of Quebec Province have no reason to be ashamed before their fellow-workers in other parts of the country when it comes to good organizations and good results. May I recall, for example, the wonderful negotiations held in Montreal this year, when the carpenters succeeded in obtaining the 40-hour week with the same take-home pay, plus an increase of \$1 a week. This gave Montreal carpenters a higher wage rate than carpenters are receiving in several parts of the sister Province of Ontario, and, in fact, in several other parts of Canada. I have also examined the health and welfare scheme set up by the Quebec District Council and the Dominion Rubber Company, and I maintain that very few unions in Canada have such a good system. All this is the result of strong unions, strong central councils and a strong provincial organization. I advise you not to forget it."

Mr. Cushing then reviewed the activities of the TLC during the year and predicted that by the time of the big national convention to be held at Montreal in September it would have a membership of 500,000.

Elections

The election of officers for the year 1950-51 resulted as follows: President, Marcel E. Franco; Secretary-Treasurer, Edouard Larose; General Vice-Presidents: R. M. Bennett and Roger Provost, Montreal; Roger D. Labrie, Three Rivers; Harry Bell, Quebec; Benoit Laviolette, St. Jérôme; René Fournier, Granby, and René Laniel, Valleyfield.

Relief Fund, Rimouski and Cabano

The Executive Council of the Quebec Provincial Federation of Labour, in its report to the conference, stated that a relief fund had been set up after the conflagrations at Rimouski and Cabano for the purpose of helping the families of workers in these two towns, which were so severely tried. The Secretariat appealed immediately to all unions affiliated with the Federation and to the General Presidents of international unions affiliated with the American Federation of Labour and reported that \$29,364.17 had been subscribed at the date of the convention.

Resolutions

Seventy-five resolutions were presented to the convention, covering such questions as Workmen's Compensation Act, unemployment insurance, Provincial Labour Code, labour relations, old age pensions, health insurance, employment conditions, family allowances, vacations with pay, rent control, etc. The convention also studied and adopted a new constitution.

Education and Research Service.—The convention authorized the executive of the Federation to set up an education and research service. The object of this service, which will have a permanent director, is to assist the organizers and negotiating agents of all groups affiliated with the Federation in obtaining information concerning the cost of living, comparative wage rates, retirement pensions, social insurance, industry's ability to pay, market conditions for products, etc.

Rent Control.—The delegates agreed unanimously to ask that rent controls be continued by the Provincial Government from April 30 next, when the Federal Government is to give up the control which it has exercised during and since the war. The delegates also urged that this provincial control be continued so long as there is a shortage of dwellings.

Workmen's Compensation.—It was also resolved that the Provincial Government be asked to amend the Workmen's Compensation Act as follows, and that it be extended to cover all workers, whatever their occupations:—

(1) compensation equal to 100 per cent of the wage loss of the victim of the accident;

(2) that the Act apply in a general way to all industrial diseases and diseases which may be attributed to the nature of the employment, whatever the disease or the employment may be;

(3) that the sanctions provided for in the Act be applied whenever an employer is responsible for delay in the payment of compensation to the claimant;

(4) that compensation be paid from the date of the accident or of the disability without any waiting period;

(5) that the Act specifically require the doctor to submit his report within a definite time limit;

(6) that the Workmen's Compensation Commission be instructed to supervise the application of preventive measures, and that a competent and sufficiently large staff be hired for that purpose;

(7) that the Act apply to all occupations and to the diseases and accidents attributable to the nature of the employment;

(8) that the Act guarantee immediate payment of compensation to any person suffering from hernia where there is a possibility that this trouble results from performance of duty.

Communism.—"In order that the labour movement may continue effectively its great struggle to safeguard the interests of the working classes," the Quebec convention adopted a resolution condemning the Communist doctrine and severely censuring Communists and "fellow-travellers" for their subversive activities.

All branches of the Federation were also advised to prevent Communists and Communist sympathizers from obtaining any key positions in the Quebec Provincial Federation of Labour.

It was also agreed that all locals would actively engage in dislodging Communist sympathizers from any confidential posts they may now hold.

Unemployment Insurance.—In regard to unemployment insurance, the members expressed disappointment at "the existing short-comings", and have asked that benefits be based on all contributions paid since its inception instead of only on the last two years' contributions. It was also urged that the law be amended in such a way as to cover all employees, regardless of the nature of their employment.

It was further declared that it is not sufficient to grant benefits to the unemployed, but that they must also be found employment. It was therefore agreed to urge the Government, through the Trades and Labour Congress of Canada, to undertake public works to a sufficient extent to provide employment to the greatest possible number of those presently unemployed.

Other Resolutions

Another important resolution was adopted in the form of a recommendation to "remedy a current condition which prevents the workers from giving their children advanced education." The Federation will ask the Provincial Government to increase in number and value the scholarships granted to workers' children.

The convention also declared itself in favour of a provincial lottery, provided that the income therefrom be applied exclusively to social services, and that its administration be entrusted to a committee of prominent citizens so that it could not be made to serve political and election purposes.

Finally, the convention discussed the question of street-car fares for workers employed at nights.

After explaining that thousands of workers have to go to and from work at times when night fares are in effect, it was unanimously agreed to urge that regular fares be maintained 24 hours a day. It was explained in support of this request that the additional income represented by night fares is insignificant in comparison with the total receipts and that it does not justify the continuance of these special rates, which result in substantial costs to the worker.

Recruiting Drive

The international labour movement in the Province of Quebec is to inaugurate an extensive recruiting drive among non-unionized labour. The workers' delegates from all Quebec industrial centres attending the thirteenth annual convention of the Quebec Provincial Federation have chosen this means of celebrating the 100th birthday of Samuel Gompers, founder and first president of the American Federation of Labour.

QPF Brief Submitted to Quebec Minister of Labour

A representative delegation of the Quebec Federation of Labour was received on June 15 in the office of the Minister of Labour, the Hon. Antonio Barrette. The delegation included members affiliated with the Federation of Labour and the Trades and Labour Congress of Canada, and officers of the Federation, and was headed by the president of the Federation, Mr. Marcel E. Francq, who presented the brief to the Minister. The Deputy Minister of Labour, Mr. Gérard Tremblay, was also present.

This presentation of a brief to the Minister of Labour is, in a way, a new procedure. Before each session of the Provincial Legislature it is customary for the Federation to present to the Prime Minister and his Cabinet a brief concerning questions on which legislative action is desired. Henceforth, the Federation will also meet with the Minister of Labour in order to discuss with him those questions relating to the administration of labour legislation within the jurisdiction of his Department.

The brief submitted by the QPF included recommendations concerning various laws such as the Labour Relations Act, Minimum Wage Act, Collective Agreement Act, Industrial Establishments Act, Employment Bureaus Act, Workmen's Compensation Act and, lastly, the Pipe Mechanics Act. The memorandum also urged publication by the Provincial Department of Labour of a *LABOUR GAZETTE*.

Labour Relations Act.—The brief declared that the Labour Relations Act of the Province of Quebec affords no protection and guarantees in no way the right of association of the workers of the Province of Quebec and that, on the other hand, it has the effect of preventing workers in using strike action when submitted to intimidation, even when reprisals are used against them, because they are members of the union of their choice.

The brief further declared that the Labour Relations Board does not take into account the fact that unions affiliated with the American Federation of Labour are mostly craft unions which can only accept workers of their craft as members.

Minimum Wage Act.—The Federation's memorandum expressed the opinion that the Minimum Wage Board is not taking into account the rising standard of living actually prevailing, and the constant development of commerce and industry in the Province of Quebec:—

"The minimum rates fixed by ordinance No. 4 are ridiculous if one notes that the rates stipulated by this ordinance are inferior even to the benefits paid by the Unemployment Insurance, and that it is far more profitable for a worker, male or female, to remain unemployed than to work at the rates stipulated by the ordinance.

"With the present industrial and economic development, it is necessary that the Government, with the collaboration of employer and employee assoc-

iations, study the present ordinances, which are administered by the Minimum Wage Board and try in each particular industry to issue a separate ordinance instead of having one general ordinance covering many industries.

"Many of our affiliated unions complain that ordinances are used in order to maintain low wages and too long hours of work.

"Thus, we believe, that the ordinances should be revised and should stipulate higher minimum wages and reduced hours of work."

Collective Agreement Act.—The brief suggested that the Collective Agreement Act be amended in order that parity committees may not compete unfairly with labour unions in the issuance of competency cards by granting them for an indefinite period of time, or by charging low fees for their issuance, less than the dues which the member has to pay to his union.

For the purpose of protecting crafts and in order that the law might be observed more effectively, the Federation recommends that the law and decrees be amended in such a way that the parity committee may order that any worker on a job be obliged to possess his competency card; that a definition of crafts be inserted in the decrees; that competency cards be granted in accordance therewith; and, finally, that apprentices on the job or unemployed be forced to register with the parity committee so that the committee in the interest of industry might be in a position to follow their progress.

Labour Relations Act.—The brief suggested, among other things, that no children of sixteen years or under should be employed in factories or workshops. "We believe that it is necessary for the intellectual development of our nation that it be compulsory for our children to go to school up to the age of sixteen, and that no exception be made to that rule even by permit. Under the present law, the granting of special permits provides means of avoiding and abusing the law."

Workmen's Compensation Act.—The Federation recommended that the legislators study the possibility of extending the scope of industrial illnesses covered by the Workmen's Compensation Act, and suggested that means be taken to force employers as well as employees to use all known safeguards to stop or, at least, diminish industrial accidents and illnesses.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

The railway strike eclipsed all other labour disputes during August, but interesting developments occurred elsewhere in the field of labour-management relations.

Introduction

The railway strike which crippled transportation, telegraphs and ancillary services on a nation-wide scale from August 22 to August 30 completely overshadowed all other developments in labour-management relations during the month. As the railway dispute is reported in a feature article elsewhere in this issue, it will not be discussed in this section.

On August 4 a deadlock was reported in direct negotiations for collective agreements between the American Newspaper Guild and The Canadian Press and its radio subsidiary, Press News Limited. The union applied to the Minister of Labour for intervention and, on August 17 Mr. James H. Stitt, of Ottawa, was appointed as Conciliation Officer to endeavour to mediate the dispute between the parties. Mr. Stitt was given the status of an Industrial Inquiry Commission pursuant to the provisions of Section 56 of the Industrial Relations and Disputes Investigation Act for the purpose of carrying out his assignment. Early in September Mr. Stitt reported that he had been unable to effect a solution of the disputes and that the parties favoured the establishment of conciliation boards as the next step looking towards settlements. On September 9 the Minister of Labour established separate Boards of Conciliation and Investigation, and the parties were invited to submit nominations of persons to act thereon.

On August 3 the Minister of Labour received the unanimous report of a Board of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Lakehead Terminal Elevator Association, representing ten terminal elevator companies at Fort William and Port Arthur, Ont. Later in the month the employers advised the Department that they were willing to accept the recommendations of the Board,

but on September 1 the union gave notice that the report was not acceptable and that proceedings were under way to obtain from the employees an expression of their willingness to withdraw from the service of the companies in the event of failure to reach a satisfactory settlement through further negotiations.

The dispute between the Seafarers' International Union of North America, Canadian District, and three coastal shipping companies on the West Coast, which had been submitted to the usual conciliation procedures came to a head during the month. On August 25, while the Canadian National Steamships and the British Columbia Coast Steamship Service of the Canadian Pacific Railway Company were already tied up by reason of the railway strike, the SIU began a strike against the third company involved in the dispute, namely Union Steamships Limited. When railway operations were resumed on August 31, the Seafarers' International Union decided to extend its strike to the vessels of the two railway companies. On instructions of the Minister of Labour, an officer of the Industrial Relations Branch of the Department had already been in touch with the local representatives of the parties. With his assistance and that of senior officers of the Department, an agreement was signed on the night of September 1 to the effect that the Seafarers' International Union and the three companies affected would abide by conditions of settlement similar to those provided for in the legislation adopted by Parliament in terminating the railway strike, namely, a wage increase of 4 cents per hour effective immediately and the adoption of whatever changes in working conditions might result for coastal steamship personnel which might follow from the negotiations or arbitration carried on pursuant to The Maintenance of Railway Operation Act. It was reported further that the hourly increase would

apply to overtime rates, and that the hours of work performed by deck and engine-room ratings on vessels of Canadian National Steamships and the coast steam-

ship service of the CPR would be eight hours in a spread of not more than sixteen hours. Operations were resumed immediately in accordance with the settlement.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of August. The Board issued four certificates designating bargaining agents, rejected one application for certification, rejected one application for revocation of certification, and ordered six representation votes. During the month the Board received seven applications for certification.

Applications for Certification Granted

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the Canadian Pacific Railway Company employed in the office of the auditor of freight receipts, Windsor Street Station, Montreal (L.G., Aug., 1950, p. 1169).

2. The West Coast Seamen's Union (Canada), for a unit of unlicensed personnel employed by Westward Shipping Company Limited, Vancouver, on board the vessels *m.v. Standard Service* and *m.v. B.C. Standard* (L.G., Aug., 1950, p. 1169).

3. Local 1454, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, for a unit of employees of Canada Coach Lines Limited, Hamilton, employed in its operations and maintenance divisions (L.G., Aug., 1950, p. 1169).

4. The West Coast Seamen's Union (Canada), for a unit of unlicensed personnel employed by Shell Canadian Tankers Limited, Vancouver, on board the *m.v. Western Shell* (L.G., Sept., 1950, p. 1556).

Application for Certification Rejected

The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Canadian Pacific Railway Company (second stewards, B.C. Coast Steamship Service) (L.G., May, 1950, p. 675). The application was rejected for the reason that the second stewards affected by the application were not considered by the Board to be employees within the meaning of the Act, their duties involving management functions.

Application for Revocation of Certification Rejected

Union Steamships Limited, Vancouver, and Division No. 59, Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., July, 1950, p. 1041). The Board rejected the application following the taking of a representation vote (L.G., Aug., 1950, p. 1169).

Representation Votes Ordered

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Albert G. Baker Co., Ltd., Quebec, P.Q. (L.G., June, 1950, p. 824) (Returning Officer: L. Pepin).

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Clarke Steamship Co., Ltd., Quebec, P.Q. (L.G., June, 1950, p. 824) (Returning Officer: L. Pepin).

3. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and W. G. McCauley, Quebec, P.Q. (L.G., June, 1950, p. 824) (Returning Officer: L. Pepin).

4. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Anglo-Canadian Pulp and Paper Mills, Ltd., Quebec, P.Q. (L.G., June, 1950, p. 824) (Returning Officer: L. Pepin).

5. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Robin Hood Flour Mills, Ltd., Quebec, P.Q. (L.G., June, 1950, p. 825) (Returning Officer: L. Pepin).

6. District Council No. 3, National Association of Marine Engineers of Canada, Inc., and Paterson Steamships Limited, Fort William (L.G., Sept., 1950, p. 1556). (Returning Officer: F. J. Ainsborough).

Following investigation of the foregoing applications and public hearings of the parties concerned in all but the last application, the Board ordered representation votes of the employees affected.

Applications for Certification Received

1. The Canadian Air Line Flight Attendants Association, on behalf of steward-

esses employed by Canadian Pacific Air Lines Limited (Investigation Officer: J. S. Gunn).

2. The National Association of Marine Engineers of Canada, Inc., on behalf of engineers employed by Provincial Steamships Limited, St. John's, Nfld., on board the vessel *Federal Trader* (Investigating Officer: J. R. Kinley).

3. The National Association of Marine Engineers of Canada, Inc., on behalf of engineers employed by Northlantic Sealers Limited, St. John's, Nfld., on board the vessel *Blue Seal* (Investigating Officer: J. R. Kinley).

4. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of employees

of Island Motor Transport, Limited, Charlottetown, P.E.I. (Investigating Officer: J. R. Kinley).

5. The Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by Provincial Steamships Limited, St. John's, Nfld., on board the vessel *Federal Trader* (Investigating Officer: J. R. Kinley).

6. The Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by Northlantic Sealers Limited, St. John's, Nfld., on board the ss. *Blue Seal* (Investigating Officer: J. R. Kinley).

7. The National Seamen's Association of Canada, on behalf of unlicensed personnel employed by Keystone Transports Limited, Montreal, on ships operating on coastal and inland waters (Investigating Officer: L. Pepin).

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officers Appointed

1. On August 24 the Minister appointed a Conciliation Officer to deal with a dispute between the American Newspaper Guild and The Canadian Press (Conciliation Officer: James H. Stitt).

2. On August 24 the Minister appointed a Conciliation Officer to deal with a dispute between the American Newspaper Guild and Press News Limited (Conciliation Officer: James H. Stitt).

Conciliation Board Report Received

On August 3 the Minister received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Lakehead Terminal Elevator Association, representing ten terminal elevator companies at Fort William and Port Arthur, Ont. (L.G., June, 1950, p. 825). The text of the report of the Board is reproduced below.

Strikes Following Board Procedure

1. On August 22 fifteen international labour unions began a strike against the Canadian National Railways, the Canadian Pacific Railway Company, the Ontario Northland Railway, and the Toronto, Hamilton and Buffalo Railway Company, following receipt of the report of the Board

of Conciliation and Investigation appointed to deal with the dispute between the parties (L.G., June, 1950, p. 826). The strike was called off on August 30 in compliance with an Act of Parliament directing the resumption of railway operations. Details of the dispute are published elsewhere in this section.

2. On August 22 the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees began a strike against the Canadian National Railways, the Canadian Pacific Railway Company, and the Ontario Northland Railway, following receipt of the report of the Board of Conciliation and Investigation appointed to deal with the dispute between the parties (L.G., June, 1950, p. 826). The strike was called off on August 30 in compliance with an Act of Parliament directing the resumption of railway operations. Details of the dispute are published elsewhere in this section.

3. On August 25 the Seafarers International Union of North America, Canadian District, began a strike against Union Steamships Limited and on August 31 against Canadian National Steamships and the Canadian Pacific Railway Company (British Columbia Coast Steamship Service), following receipt of the report of the Board of Conciliation and Investigation appointed to deal with the dispute between the parties (L.G., Sept., 1950, p. 1557). Details of the dispute are published elsewhere in this section.

Applications for Consent to Prosecute Received

1. On August 3 the Minister received an application from the Canadian Brotherhood of Seamen for consent to prosecute the Gulf and Lake Navigation Company Limited, Montreal, and the Seafarers' International Union of North America,

Canadian Division, for alleged violations of Section 4 of the Act.

2. On August 18 the Minister received an application from one, Philippe Gagnon, for consent to prosecute the Quebec and Ontario Transportation Company Limited, Montreal, and the Seafarers' International Union of North America, Canadian Division, for alleged violation of Section 4 of the Act.

REPORT OF BOARD in dispute between

**Various Terminal Elevator Companies at Fort William and Port Arthur, represented by the Lakehead Terminal Elevator Association,
and**

The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

In the matter of the Industrial Relations and Disputes Investigation Act, and of a dispute between the Lakehead Terminal Elevator Association, representing ten companies: The Canadian Consolidated Grain Company Limited; Eastern Terminal Elevator Company Limited; The Fort William Elevator Company Ltd.; Federal Grain Limited; Lakehead Terminals Limited; McCabe Flour Company Limited; The Ogilvie Flour Mills Co., Limited; N. M. Paterson & Co., Ltd.; United Grain Growers Terminals Limited; Western Grain Company Limited; Manitoba Pool Elevators and Saskatchewan Pool Terminals Limited (Employers),

and

the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Bargaining Agent).

SIR:

The Board of Conciliation and Investigation established in the above matter and composed of the Hon. Mr. Justice J. T. Beaubien, of the Court of King's Bench for the Province of Manitoba, Chairman; Mr. William A. Johnston, K.C., of the City of Winnipeg, in the Province of Manitoba, nominated by the employers; and Mr. A. J. Wickens, K.C., of the City of Moose Jaw, in the Province of Saskatchewan, nominated by the employees; held the following meetings: May 5, 1950 and May 7, 1950 at the City of Winnipeg, June 26, 1950 at Port Arthur, July 17, 1950 and July 18, 1950 at the City of Winnipeg, and July 22,

On August 3, 1950, the Acting Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between various Terminal Elevator Companies at Fort William and Port Arthur, represented by the Lakehead Terminal Elevator Association, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., June, 1950, p. 825).

The Board was composed of the Hon. Mr. Justice J. T. Beaubien, Winnipeg, Chairman; W. A. Johnston, K.C., Winnipeg, and A. J. Wickens, K.C., Moose Jaw, members appointed on the nominations of the employers and employees respectively.

The text of the Board's report is reproduced herewith.

1950 and July 31, 1950 at the City of Winnipeg.

The employees were represented by:—

Mr. F. H. Hall, vice-Grand President.

Mr. A. Mose, Asst. to vice-Grand President.

Mr. J. L. Pateman, General Chairman, System Board.

Mr. G. Hamilton, General Secretary-Treasurer, System Board.

Mr. H. Mead, General Chairman, CSL Board.

Mr. C. W. Hardwick, Local Chairman, Lodge 650.

Mr. C. Donald, President, Lodge 650.

Mr. C. Seaman, Secretary, Lodge 650.

Mr. F. Watson, R. Flummerton, M. McKay, D. McMillan, members negotiating committee, Lodge 650.

The employers were represented as follows:—

Mr. M. A. McPherson, K.C., of Regina, Saskatchewan, representing Manitoba Pool Elevators and Saskatchewan Pool Terminals Limited at all sittings; Mr. E. B. Pitblado, of Winnipeg, Manitoba, representing the other above-named companies at the hearings in Port Arthur; and Mr. Isaac Pitblado, K.C., and Mr. E. B. Pitblado, both of the City of Winnipeg, aforesaid, representing the other companies at the meetings in the City of Winnipeg.

At the opening of the meeting in Port Arthur on June 26, 1950, the employees' representatives stated that they withdrew all matters previously raised in this dispute with the exception of the following, namely:—

Their request for,

1. Union Shop.
2. Five-day forty-hour week at the same take-home pay as the presently existing forty-eight hour week, and
3. Wage increase of seven cents per hour after the proposed reduction in the hours of work.

1. *Union Shop*.—The evidence of both sides before the Board having established

that the relations between the employers and employees have been in the past and now are most harmonious the Board feels that no change should be made in the present form of Union representation and does not recommend a Union Shop.

2. *Five-day forty-hour week*.—After fully considering all representations made by all parties, the Board does not recommend a five-day forty-hour week.

3. *Wage Increase*.—The members of the Board being imbued with the desire that a settlement may be reached between the parties, and with that end in view recommend an increase of five (·05¢) cents per hour for hourly employees and a corresponding increase for the monthly employees.

The Board suggests that the term of contract and the date of suggested increase be settled by the parties.

All of which is respectfully submitted this 31st day of July, A.D. 1950.

(Sgd.) J. T. BEAUBIEN,
Chairman.

(Sgd.) WM. A. JOHNSTON,
Employers' Nominee.

(Sgd.) A. J. WICKENS,
Employee Nominee.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in separate articles following this.

Logging

BRITISH COLUMBIA COASTAL REGION.—CERTAIN LOGGING FIRMS AND INTERNATIONAL WOODWORKERS OF AMERICA.

Agreement to be in effect from June 15, 1950, to June 14, 1951, and thereafter from year to year, subject to 60 days' notice. The companies recognize the union as the sole collective bargaining agency for all eligible

employees and agree that the only certification that they will recognize during the term of the agreement is that of the union, unless ordered by due process of law to recognize some other bargaining authority.

Union security: the company will co-operate with the union in obtaining and retaining as members the eligible employees. Any employee who is now a member in good standing, or who becomes or is reinstated as a member of the union shall, as a condition of continued employment, maintain such membership in good standing throughout the term of the agreement, subject to such procedure as may be mutually satisfactory to both parties. *Check-off:* the companies agree to deduct union dues monthly and also initiation fees, back dues and assessments from the pay of employees who so authorize and to remit same to the union.

Hours: 8 per day 5 days a week, a 40-hour week, except for cookhouse and bunkhouse employees in unorganized territory, firefighters, boatmen, first-aid attendants and watchmen (time worked by cookhouse and bunkhouse employees shall be computed on a daily basis; such employees shall be entitled

to one day off in seven). *Overtime*: time and one-half shall be paid for work in excess of above hours and for work on the regular days of rest and on 7 specified holidays.

Vacations with pay will be granted employees in accordance with the provisions of the Annual Holidays Act of British Columbia. Employees with 5 or more years' continuous service will receive an additional week's vacation with pay or pay in lieu thereof. Cookhouse and bunkhouse employees in unorganized territory will receive one week after 6 months' service, provided that they shall not be entitled to more than 2 weeks in any one year, except that after 5 years' service they shall receive the additional week's vacation with pay or pay in lieu thereof.

Wages previously in effect shall be increased by 12½ cents an hour to all employees covered by this agreement, making the minimum rate for common labour (man) \$1.20½ per hour. The wage scale may, subject to mutual consent, be revised once annually. The rate for board and lodging in logging camp boarding-houses shall not exceed \$2.25 per day; where a lesser rate is in effect, that rate will prevail.

Night shift premium of 6 cents per hour will be paid for work on the second and third shifts.

Provision is made for *grievance procedure*, *seniority rights* and an *accident prevention committee*.

Mining

Metal Mining

YELLOWKNIFE, N.W.T.—THE CONSOLIDATED MINING AND SMELTING COMPANY OF CANADA, LIMITED, AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 802.

Agreement to be in effect from June 16, 1950, to June 15, 1951, and thereafter, subject to 2 months' notice. This agreement is similar to the one between the Consolidated Mining and Smelting Company, Limited, Trail, B.C., and the International Union of Mine, Mill and Smelter Workers, Local 480, summarized below, except for the following:

Hours: 8 per day, 48 per week. *Overtime*: time and one-half for work in excess of the above hours and for work on 3 specified holidays; double time for work on three other specified *paid holidays*. (The previous agreement did not provide for any paid holidays.)

Hourly wage rates for certain classes: mine—shaft miner \$1.35, timberman, raise and drift miners, barman, core hole diamond driller, steel sharpener, main hoistman \$1.30; stope miner, skip tender, mucking machine operator, pipeman \$1.25; motorman \$1.21; hand mucker, trackman, powderman, miner's helper, sampler, timber helper, nipper \$1.18; trammer, deckman, underground labourer \$1.15; surface—hand steeler, tractor driver, truck driver, assay office helper and bucker \$1.18; bucker, fireman \$1.15; labourer, dryman \$1.09; mill—repairman, roasterman \$1.30; flotation operator, solution man \$1.25; crusherman, ball mill operator \$1.21; oiler, ore sorter, mill helper \$1.15; tradesmen—dragline operator \$1.60; bulldozer operator, machinist, plumber or steamfitter \$1.35; mechanics, pipefitters, welders \$1.25 to \$1.30; blacksmiths, electricians, carpenters \$1.25 to

\$1.35; painters \$1.20 to \$1.30. The above rates represent an increase of 12 cents per hour over the previous rates.

A shift differential shall be paid as follows: afternoon shift 3 cents per hour, night shift 4 cents per hour, graveyard shift 5 cents per hour.

Transportation: the company agrees to provide transportation to the property in accordance with its present regulations; the qualifying period for one way transportation will be reduced to 200 shifts and for return transportation to 300 shifts.

Board and lodging shall be available to the employees on the basis of cost. However, as an interim measure, from June 16, 1950, to September 15, 1950, the cost to the employee shall be \$2 per day, from September 16 to October 31, 1950, \$2.50 per day; thereafter employees obtaining board and lodging shall pay the cost to the company of such board and lodging.

Provision is made for *seniority rights*, *grievance procedure* and the setting up of a *Mine and Surface Safety Committee*.

Manufacturing

Wood Products

BRITISH COLUMBIA COASTAL REGION.—CERTAIN FIRMS ENGAGED IN MANUFACTURING OF ROUGH AND DRESSED LUMBER, PLYWOOD, VENEER, BOXES, SHINGLES, DOORS, ETC. AND INTERNATIONAL WOODWORKERS OF AMERICA.

The agreement summarized above under "Logging" applies also to a number of companies engaged in manufacturing the above products.

Printing and Publishing

TORONTO, ONT.—THE TORONTO GRAPHIC ARTS ASSOCIATION, THE MASTER PRINTERS AND BOOKBINDERS ASSOCIATION OF TORONTO, THE UNION SHOP EMPLOYING PRINTERS OF TORONTO AND THE INTERNATIONAL BROTHERHOOD OF BOOKBINDERS AND BINDERY WOMEN, LOCAL 28.

Agreement to be in effect from November 1, 1949, to October 15, 1951, and thereafter from year to year, subject to notice. The employers acknowledge that the union is the agency through which journeymen and journeywomen bookbinders and apprentices are able to bargain collectively with the employers in the industry. No employee or employer is to be coerced or intimidated in any way for being a member or non-member of any union or employers' organization.

Hours: 8 per day Monday through Friday, a 40-hour week. Employees shall not be required to accept less than 8 hours' work on any week day or shift except where a short shift has been arranged or for Saturday morning work, or except in case of emergency. *Overtime*: time and one-half for the first 3 hours in excess of the regular shift in any one day and double time thereafter and for work on Sundays and on 8 specified *paid holidays*.

Vacations with pay: after one year's regular service with the company one week, after 2 years' service 2 weeks (the previous agreement provided for 2 weeks after 3 years' service). Employees with less than one year's service shall receive 2 per cent of their total earnings.

Minimum hourly wage rates: effective from November 1, 1949, to October 15, 1950—journeymen bookbinders \$1.60, journeywomen bookbinders 85 cents; effective from October 16, 1950, to October 15, 1951—journeymen bookbinders \$1.67½, journeywomen bookbinders 89½ cents. When employees through old age or other disabilities or inefficiency are unable to earn the standard rate of wages a lower rate may be paid with the prior approval of the Joint Arbitration Committee. Apprentice rates shall range from 35 per cent of journeymen's rate for male apprentices in first 6 months to 90 per cent in tenth 6 months, and for female apprentices from 60 per cent of journeywomen's rate during first 6 months to 90 per cent during sixth 6 months. **Night shift premium:** night shift workers shall receive a premium of 15 per cent of the day rate; where 3 shifts are worked 2 of them shall be considered night shift work.

Provision is made for *grievance procedure*.

TORONTO, ONT.—THE TORONTO GRAPHIC ARTS ASSOCIATION, THE MASTER PRINTERS AND BOOKBINDERS ASSOCIATION OF TORONTO, THE UNION SHOP EMPLOYING PRINTERS OF TORONTO, THE TORONTO TYPOGRAPHIC COMPOSITION ASSOCIATION AND THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL 10.

Agreement to be in effect from November 1, 1949, to October 15, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one between The Toronto Graphic Arts Association, The Master Printers and Bookbinders Association of Toronto and the International Printing Pressmen and Assistants' Union, Local 10, summarized in the *LABOUR GAZETTE*, May, 1948, p. 484, with the following changes:

Preferential hiring: the provision that in press rooms where the majority of the group composed of journeymen pressmen, apprentice pressmen, press assistants and apprentices are not members of the union in good standing the employer will give consideration to any satisfactory employee suggested by the union has been omitted.

Vacations with pay provisions are changed so that the second week is now granted employees after 2 years' service instead of after 5 as provided in the agreement referred to above or after 3 years' service as provided in the agreement which expired October 31, 1949.

Minimum hourly wage rates were increased 15 cents as of November 1, 1948, and another 10 cents as of November 1, 1949, the effective date of this agreement. An additional increase of 7½ cents, to become effective October 16, 1950, is provided in the agreement. The following are the rates in effect from November 1, 1949, to October 15, 1950: job pressmen \$1.57, cylinder pressmen \$1.60, press assistant (feeder) \$1.35; two colour cylinder pressmen \$1.65, with extra cylinder when used \$1.70; on rotary presses—pressmen \$1.60 to \$1.73; press assistants \$1.35 to \$1.44; first pressmen \$1.73 to \$1.89; second pressmen \$1.60 to \$1.68; on Claybourne presses, 4 or 5 colour—first pressmen \$1.90, second pressmen \$1.60, assistants \$1.35; 2 colour—pressmen \$1.75, assistants \$1.35; on Rotogravure presses—pressmen \$1.75, assistants \$1.45. As mentioned above, the above rates will be increased 7½ cents per hour effective October 16, 1950. Rate for appren-

tices—from 39 per cent of journeyman cylinder pressmen's rate during the first 6 months to 73 per cent during the eighth 6 months; beginning fifth year press assistants' scale; rate for apprentice pressmen (when appointed as such)—from 85 per cent of journeyman cylinder pressmen's rate during the first 6 months to 95 per cent during the eighth six months; beginning fifth year pressmen's scale.

Manufacturing

Metal Products

ST. JOHN'S, Nfld.—CERTAIN INDIVIDUALS AND FIRMS ENGAGED IN THE AUTOMOBILE INDUSTRY AND INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL 855 (THE TRANSPORT AND OTHER WORKERS UNION).

Agreement to be in effect from March 25, 1950, to December 31, 1950, and thereafter from year to year, subject to 30 days' notice. The employers recognize the union during the term of this agreement as the sole collective bargaining agency for all eligible employees. However, certain employees (office workers, collectors, foremen, gas pump operators, etc.) whether members of the union or not, shall not be covered or affected by this agreement. An employer shall not discriminate against any employee because of union activities conducted outside of working hours; the union shall not intimidate or coerce employees into membership.

Hours: not more than 9 nor less than 5 in any one day, a maximum of 54 hours per week, except that tire servicemen, battery servicemen, lubricators and washers may be required to work 60 hours per week. **Overtime:** work in excess of the above hours shall be paid for at time and one-half before midnight and double time after midnight and for work performed on Sundays and on 4 specified *paid holidays*, except that tire servicemen, battery servicemen, lubricators and washers shall be paid time and one-half for any work in excess of 60 hours per week.

Vacations with pay: employees shall be entitled to one week after one year's continuous service.

Sick leave with pay not exceeding a total of 6 working days in any 12 months' period shall be granted after one year's continuous service.

Hourly wage rates: mechanics, body repair men, painters, welders, machinists—first class \$1, second class 90 cents, third class 85 cents, apprentices 30 cents with increases of 5 cents per hour every 6 months until the third class mechanic's rate of 85 cents is reached, provided their ability as adjudged by the employer warrants such increase; tire servicemen, battery servicemen, lubricators and washers 50 to 70 cents. No employee covered by this agreement shall engage in any work of a nature likely to be in competition with his employer.

Provision is made for *seniority rights and safety and health* of employees.

TORONTO, ONT.—THE JAMES MORRISON BRASS MANUFACTURING COMPANY LIMITED AND UNION STEELWORKERS OF AMERICA, LOCAL 2946.

Agreement to be in effect from January 26, 1950, to May 31, 1951, and thereafter from year to year, subject to notice.

Union security: all employees who are presently members of the union or who join the union during the life of this agreement shall remain members for the duration of the agreement; new employees shall become members of the union within 60 days of their being employed.

Check-off: the company agrees to deduct monthly dues from the pay of all union members who so authorize. Any employee who was not a member of the union prior to June 1, 1947, may remain out of the union, but he shall authorize the company to deduct from his pay union dues in the amount of \$2 per month. The company shall remit all moneys so deducted to the union.

Hours: 8 per day Monday through Friday (except when night shift terminates early Saturday morning), a 40-hour week. **Overtime:** for production workers—time and one-half for the first two hours in excess of 8 hours per shift and for the first 4 hours on Saturday, double time thereafter and for work performed on Sundays and on all statutory holidays, 6 of which are *paid holidays* (the previous agreement provided for 4 paid holidays); for maintenance workers—time and one-half for all work in excess of 8 hours in any one shift and for work on Saturdays, Sundays and holidays. Any necessary overtime in taking of inventory shall be a matter of discussion between management and the union committee with the understanding that it shall be paid for at no less than time and one-half.

Vacations with pay: two weeks for all employees; those with one or more years' continuous service shall receive pay equal to their earnings at the time of vacation. Employees with less than one year's service shall receive pay equal to one twenty-fourth of their 2 weeks' earnings at that time for each one-half month's service previous to the vacation period.

Hourly wage rates for certain classes: bench hands 90 and 97 cents, core wire cutter, dial finisher, dipper (acid), night watchman, seating machine operator, trucker, wrappers and packers 90 cents; fireman, milling machine operator, spray paint 93 cents; casting cleaner, factor shipper 97 cents; core machine operator, machine moulder, polisher, seating machine hand \$1.01; core maker \$1.05 and \$1.09, engine lathe hand \$1.09 and \$1.17, fitter 97 cents to \$1.13, Goss automatic operator 93 and 97 cents, instrument maker 90 cents to \$1.05, labourer 90 and 93 cents, milling machine hand 97 cents to \$1.09, moulder \$1.05 to \$1.17, tool maker \$1.09 and \$1.21, tube maker 90 cents to \$1.09, turret lathe operator 90 and 93 cents, turret lathe hand 97 cents and \$1.05, turret lathe set up man \$1.13; carpenter, plater, spinner (metal) \$1.09; boring mill, Fox lathe hand \$1.17; pattern maker (wood) \$1.21. The above rates represent an increase of 16 cents per hour in the base rate and an across the board increase of 5 cents per hour over the rates previously in effect.

Off-shift differential: a premium of 10 cents per hour will be paid for any shift other than the regular day shift.

Provision is made for *seniority rights, grievance procedure* and the *health and safety* of employees.

TRAIL, B.C.—THE CONSOLIDATED MINING AND SMELTING COMPANY OF CANADA LTD., AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 480.

Agreement to be in effect from June 1, 1950, to May 31, 1951, and thereafter, subject to 2 months' notice. The company recognizes the union as the exclusive bargaining agent for all eligible employees. There shall be no intimidation or discrimination either by the company or the union because of membership or non-membership in the union.

Check-off: the company agrees to deduct union dues and assessments monthly from the pay of employees who so authorize and to remit same to the union; such authorization may be revoked at any time.

Hours: the regular working week shall constitute 40 or 42 hours or the equivalent.

Overtime: time and one-half shall be paid for work in excess of 8 hours in any one day and for work performed by an employee on his regularly assigned days off duty; double time for work on 6 specified *paid holidays*.

Vacations with pay: after one year's service one week, after 2 years' service 2 weeks and after 25 years' service 3 weeks (this last provision is a new one). Employees with less than one year's service shall be entitled to a vacation not exceeding one week with pay amounting to 2 per cent of wages earned during the previous year. For each period of 30 consecutive days an employee is absent from work during the year, without proper cause, there shall be deducted from the vacation pay to which he would otherwise be entitled one-twelfth of such pay.

Hourly wage rates: steam engineer, second class \$1.55, third class \$1.43; toolmaker \$1.51; journeyman tradesman \$1.47; painter \$1.43; repairman, chief operator, special \$1.43, first class \$1.39, second class \$1.35; operator, special \$1.31, first class \$1.27, second class \$1.23; helper \$1.19; plant labourer \$1.15; labourer \$1.11. These rates are 6 cents per hour higher than the rates previously in effect. An employee after 15 years' service shall be paid a minimum of the plant labourer's rate.

Shift differential: 4 cents per hour on afternoon shift and 8 cents per hour on night shift.

Provision is made for the maintenance of a *Labour-Management Production Committee*, the setting up of a *Safety and Industrial Hygiene Committee*, *seniority rights* and *grievance procedure*.

Transportation and Public Utilities

Electric Railways and Local Bus Lines

TORONTO, ONT.—THE TORONTO TRANSPORTATION COMMISSION AND AMALGAMATED ASSOCIATION OF STREET, ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES OF AMERICA, DIVISION No. 113.

Agreement to be in effect from October 1, 1949, to September 30, 1951, and thereafter from year to year, subject to 30 days' notice.

Union security: all eligible male employees under 65 years of age in classifications covered by this agreement must, unless

already holding membership in any other labour union and working at their craft, within 30 days become and remain members in good standing of the association; all new employees shall become and remain members in good standing within 60 days after qualification. Juniors and apprentices and all temporary employees shall become associate members of the association within 60 days from the date of their employment at one-half the regular monthly dues. All employees seeking admission shall be admitted by the union and in case a member is suspended from the union the Commission shall have the right to maintain such employee in its service, subject to a thorough review of the case by both parties.

Check-off: the Commission agrees to check-off and remit to the association monthly from the pay of each employee covered by the agreement the proper dues and from members who so authorize all dues and such assessments as may be assessed against them.

Vacations with pay: 2 weeks will be allowed all hourly rated employees with 12 months' continuous service, 3 weeks for all hourly rated employees with 15 years' continuous service (previously 3 weeks were granted to employees with 20 years' service).

Statutory holidays: trainmen and drivers shall be paid time and one-half for all work on any holiday for which a special selection has been held and on which a special holiday schedule is in effect; maintenance and other non-uniformed hourly paid employees shall be paid double time for work on 4 specified *paid holidays* and time and one-half for work on 4 other specified holidays.

Hourly wage rates are in most cases increased by 17 cents per hour over the basic wage rates previously in effect. However, the previous agreement provided for a cost-of-living adjustment in addition to the basic rates; there is no such provision in this agreement.

Provision is made for a *pension fund, retirement gratuities, a disability allowance* to employees with a minimum period of continuous service of 10 years who have been incapacitated since January 5, 1940, and who are still on the Commission's payroll and members of the Pension Fund Society and for *sick benefits and medical services*.

Trainmen and City and Suburban Bus and Coach Drivers.

Hours: 8 per day, straight time, with a leeway of one-half trip to complete schedule for two-thirds of the crews, so far as practicable, the remainder to work ends and spares. Employees required to take cars, coaches or buses at the carhouse or the garage shall, at the first time reporting for the day, report to the office supervisor at least 10 minutes before scheduled time; when required to relieve on the street for the second and subsequent time and when not required to report to the office supervisor, they will be allowed travelling time equivalent to time required between the carhouse or the garage and the relief point, in excess of 10 minutes, at the regular rate of pay, such time in each case not to be computed as platform time. Trainmen and city and suburban bus and coach drivers on scheduled runs shall be paid for any extra time caused by being late when being relieved or running cars, coaches or buses into carhouses or garages when such delay is 10 minutes or

over. Trainmen and drivers required to operate cars, coaches or buses into or out of service from or to carhouses or garages or who may be required to report for a run or crew on the street or be relieved on the street shall be allowed 15 minutes once each day worked at standard rate to compensate for reporting and signing-in time. No man shall be given set off-days from 28 day period to 28 day period but shall take off-days in accordance with his position on the board, except in cases mutually agreed upon. Off-days to be given consecutively whenever possible.

Overtime shall be paid at time and one-half for all combined work over 8½ actual working hours, or for time in excess of 11½ hours' spread for two or more piece crews. Time and one-quarter will be paid for Sunday work; no extra payment will be made for overtime on Sunday.

Guaranteed pay: the Commission guarantees to each extra trainman or driver an amount equivalent to 6 hours' pay for each regular work day and a minimum amount for each regular pay period worked, equal to the equivalent of 70 hours per day period of 5 days per week, provided that such extra employees report for work when required and carry out the duties assigned to them. This guarantee shall be payable at the standard rate applicable in each case. All scheduled crews for trainmen and for drivers of city and suburban buses and coaches will be paid at least 8 hours per day.

Uniforms: the Commission will pay half the cost of the uniforms for trainmen and drivers with one year's service and will provide free uniforms for employees with more than two years' service; no employee shall be required to pay for more than one uniform and a half.

Hourly wage rates—starting, intermediate and maximum rates for certain classes: conductors and motormen \$1.14, \$1.16½ and \$1.19; pay-enter car and trolley coach operators, bus and coach drivers \$1.19, \$1.21½ and \$1.24; when in charge of trainees the above employees shall be paid 15 cents per hour extra.

Interurban Coach Drivers

Hours: the day's work will be arranged to suit the requirements of the business; existing arrangements as to personnel shall be continued.

Drivers required to take coaches at a terminal or garage at the first reporting for the day shall report to the terminal at least 10 minutes ahead of scheduled time; otherwise the runs shall be filled with other men if available.

The Commission will grant an allowance of \$1 for each meal, in excess of one, for drivers on trips requiring more than one meal away from their home terminal.

Provisions regarding overtime, guaranteed pay, uniforms are similar to the ones affecting trainmen and city and suburban bus and coach drivers outlined above.

Rolling Stock Department, Shop and Car House Employees and Garage Department Employees.

Hours: 8 per day, 5 days a week, for shop, car houses and garages. **Overtime:** time and one-half for work after regular 8-hour day, for work on regular off-days and for work on Saturday afternoon done at the

request of the Commission by employees who normally do not work on Saturday afternoon. Time and one-quarter shall be paid for Sunday work to regularly assigned employees; no extra payment will be made for overtime on Sundays.

Employees shall be given 5 minutes in which to wash before leaving work. Two suits of overalls shall be supplied free of charge every year to each hourly rated employee requiring them.

Hourly wage rates—starting, intermediate and maximum rates for certain classes (excluding lead hands); watchmen and janitors \$1.04 and \$1.07; shop helpers and car checkers \$1.08 and \$1.11; steam jenny and shop mule operators \$1.11, \$1.13 and \$1.15; transfer table and mono-rail crane operators \$1.14, \$1.16½ and \$1.19; traction motor installer, mounter (street car), motor repairmen \$1.19, \$1.21½ and \$1.24; wiremen \$1.24 to \$1.42; electrical repairmen \$1.11 to \$1.36; blacksmiths \$1.24 to \$1.36; machine shop \$1.11 to \$1.42; truck section, street car metal body repair \$1.11 to \$1.36; street car wood body repair shop, bus and coach body repair shop \$1.11 to \$1.42; upholsterers \$1.24 to \$1.30; painters \$1.14 to \$1.30; stores \$1.08 to \$1.24; apprentices in garage department from 89 cents during the first 6 months to \$1.24 during the sixth 6 months.

Way and Structures Department Employees.

Hours: the daily hours of work will be governed by the urgency of the work on hand, but normally there will be an 8-hour day or 4-hour half day. A 5½-day week will be worked by all employees except those in the buildings maintenance section who will work a 5-day week and those employees in the way shop section who will work a 5-day week from November 1 to April 30 inclusive. The Commission guarantees to every employee in the department a minimum of 7 hours' pay per regularly scheduled work day, provided such employee reports for work and carries out the duties that may be assigned to him.

Overtime: time and one-half for work in excess of 8 hours per day for employees with a regular 8-hour day and for all work on regular off-days. Time and one-quarter for all Sunday work to regularly assigned employees.

Two suits of overalls will be supplied free of charge every year to each hourly rated maintenance employee requiring same. Protective clothing shall be provided for the emergency crews and switch cleaners.

Hourly wage rates—starting, intermediate and maximum for certain classes: truck driver, fire inspector, Barber-Greene operator, trackman, switch cleaner, track-switch repairman \$1.11, \$1.13 and \$1.15; service car motorman, boiler fireman, general fire inspector, paver, general trackman, switch-lock repairman \$1.14, \$1.16½ and \$1.19; cement finisher (part time), shaper and planer operator, special trackwork fitter, track welder, track grinder \$1.19, \$1.21½ and \$1.24; shop welder, emergency track mechanic \$1.24, \$1.27 and \$1.30; general shop welder, electric crane operator, track bonder, \$1.30, \$1.33 and \$1.36; general machinist \$1.36, \$1.39 and \$1.42.

Divisional Clerks.

Hours: the day's work will be arranged to suit the requirements of the business, and normally will be an 8-hour day, 5 days per week.

Overtime shall be paid at time and one-half for all work in excess of 8 actual working hours per day and for all work on regular off-days and on 4 specified holidays; double time for work on 4 specified *paid holidays*. All Sunday work shall be paid for at time and one-quarter to regularly assigned employees.

Hourly wage rates: junior divisional clerks \$1.14 to \$1.19; divisional clerks (after 2½ years) \$1.21½ and \$1.24; general divisional clerks (after 6½ years) \$1.27 and \$1.30; senior divisional clerks \$1.36.

TORONTO, ONT.—THE TORONTO TRANSPORTATION COMMISSION AND THE NATIONAL ORGANIZATION OF CIVIC, UTILITY AND ELECTRICAL WORKERS, T.T.C. GROUP OF BRANCH No. 1.

Agreement to be in effect from March 26, 1950, to March 25, 1952, and thereafter from year to year, subject to 30 days' notice.

Union security: all eligible male employees of the electrical department must, unless already holding membership in any other labour union and working at their craft, within 30 days become and remain members in good standing of the organization as a condition of employment; all new employees covered by this agreement must become members within 60 days of date of employment. The organization will admit to membership all new employees and will not suspend or expel a member until agreed to by the Commission.

Check-off: the Commission agrees to check-off and remit to the organization monthly from the pay of each member of the organization who so authorizes all dues and such assessments as may be assessed against such member.

Hours: for day employees—8 per day Monday through Friday, a 40-hour week, except for substation operators and assistants who will work an average of 5½ days per week, 6 days one week and 5 days the next. For shift workers—8 hours per shift; each worker shall be entitled to the equivalent of one day's rest in 7. **Overtime:** for day employees—time and one-half for the first 4 hours worked within 5 hours of completing the normal day's work; double time for all other overtime and for all work on Saturdays, Sundays and on 8 specified statutory holidays, 4 of which are *paid holidays*. For shift workers—time and one-half for the first 4 hours worked within 5 hours of completing the normal day's work and for work on 4 specified holidays; double time for all other overtime and for work on 4 specified *paid holidays*. All normal working hours worked on Sunday will be paid at the rate of time and one-quarter.

Vacations with pay: 2 weeks to all employees who during the current year complete or have completed 12 months' continuous service and 3 weeks to employees completing 15 years' service.

Two suits of overalls will be supplied each year to each hourly rated employee requiring them.

Hourly wage rates: electricians, grade 1 \$1.36 to \$1.48, grade 2 \$1.30 to \$1.36, grade 3 \$1.19 to \$1.24; emergency linemen, grade 1 \$1.36 to \$1.42, grade 2 \$1.30 to \$1.36, grade 3 \$1.19 to \$1.24, senior substation operator \$1.30 to \$1.36, substation operator \$1.24 to \$1.30, assistant substation operators \$1.11 to \$1.19, helper \$1.08 and \$1.11; shop service

repairman \$1.19 to \$1.24, chauffeur groundsman \$1.14 to \$1.19, electricians' helper, chauffeur, service truck driver \$1.11 to \$1.15; electronic technician \$257.44 to \$287.69 per month.

Provision is made for *pensions, retirement gratuities, disability allowance* to certain employees, *sick benefits* and *medical services*.

TORONTO, ONT.—THE TORONTO TRANSPORTATION COMMISSION AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 235.

Agreement to be in effect from October 1, 1949, to September 30, 1951, and thereafter from year to year, subject to 30 days' notice.

Union security: all eligible male employees must, as a condition of continued employment, within 30 days become and remain members in good standing of the association except that any eligible employee who on April 29, 1946, was a member of Division 113, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, will not be required to join Lodge 235 of the association; however, the association will be his sole bargaining agency. New employees covered by this agreement must within 60 days from the date of qualification become and remain members in good standing. All employees seeking admission shall be admitted by the association and in case a member is suspended or expelled from the union the Commission shall have the right to maintain such employee elsewhere in its service.

Check-off: the Commission agrees to check-off and remit to the association monthly from the pay of all members of the association who so authorize all dues and such assessments as may be assessed against such member. The association shall not impose an additional entrance fee or special assessment or increase its existing fees unless agreed to by both parties.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half will be paid for all work in excess of 8 hours per day, for work on Saturdays to employees who normally do not work on Saturdays and for all work on Sundays and on 4 specified holidays, except that lead hand machinists and general machinists will be paid double time on such holidays and also for any overtime on Sundays. Double time for all work on 4 specified paid holidays.

Vacations with pay: two weeks to hourly rated employees who during the current year complete or have completed 12 months' continuous service and 3 weeks to employees completing 15 years' continuous service.

Two suits of overalls will be supplied free of charge every year to employees covered by the agreement.

Hourly wage rates—starting, intermediate and maximum rates: lead hand machinist, lead hand millwright \$1.42, \$1.45 and \$1.48; general machinist \$1.36, \$1.39 and \$1.42; machinist, bench fitter, spray welder, P.C.C. axle fitter, millwright grade 1 \$1.30, \$1.33 and \$1.36; radial drill operator, punch press operator, bench repairman grade 1, millwright grade 2 \$1.24, \$1.27 and \$1.30; P.C.C. axle repairman, wheel press operator, metal polisher, babbitt moulder, drill hand, threading machine operator, trolley pole fitter \$1.19, \$1.21½ and \$1.24; bench repairman grade 2 \$1.14, \$1.16½ and \$1.19; machine shop helper, sand blast operator \$1.11, \$1.13 and \$1.15;

apprentices—first 6 months 84 cents, second 6 months 89 cents and so on to \$1.29 during the eighth 6 months. An allowance of 35 cents will be paid to any employee who is required to make out an accident or incident report.

Provision is made for *seniority rights, grievance procedure, an apprenticeship plan, pensions, disability allowance and retirement gratuities* for certain employees, *sick benefits* and *medical services*.

Water Transport

TORONTO, ONT.—THE TORONTO TRANSPORTATION COMMISSION (FOR THE TORONTO ISLAND FERRIES) AND THE CANADIAN MERCHANT SERVICE GUILD, INC.

Agreement to be in effect from March 1, 1950, for the ferry seasons of 1950 and 1951 and until March 1, 1952, and thereafter from year to year, subject to notice.

Union security: all employees covered by this agreement must, as a condition of continued employment, within 30 days become and remain members in good standing of the guild. All new employees must become members of the guild within 60 days of date of employment. The guild will admit to membership all new employees and in case a member is suspended or expelled from the guild the Commission shall have the right to maintain such employee elsewhere in its service.

Check-off: the Commission agrees to check-off and remit to the guild monthly from the pay of each member of the guild who so authorizes all dues and assessments.

Hours: for shore work 8 per day, 5½ days a week; when operating—9 per day, 6 days a week. Employees who work on 8 specified holidays will receive an extra half day's pay for each holiday worked.

Vacations with pay: 2 weeks to employees who have been employed not less than 216 days in all departments of the Commission in the previous calendar year, 3 weeks to those who during the current year complete or have completed 15 years' continuous service.

Monthly wage rates: Captains—4 double-end boats \$305; T. J. Clark, first crew (handles freight) \$305, second crew \$280; freight captain \$255; operating overtime over 9 hours for passenger boats \$1.75 per hour, for freight captain \$1.50 per hour. Mates—4 double-end boats \$255; T. J. Clark, first crew (handles freight) \$255, second crew \$245; operating overtime over 9 hours \$1.50 per hour. Operating, fitting out and laying up shall be based on 30 days per month and one-thirtieth extra for the thirty-first day.

Provision is made for *pensions, total disability allowance and retirement gratuity* for certain employees, *sick benefits, medical services* and for *winter work* in other departments.

TORONTO, ONT.—THE TORONTO TRANSPORTATION COMMISSION (FOR THE TORONTO ISLAND FERRIES) AND THE NATIONAL ASSOCIATION OF MARINE ENGINEERS OF CANADA.

Agreement to be in effect from March 1, 1950, for the ferry seasons of 1950 and 1951 and until March 1, 1952, and thereafter from year to year, subject to notice. This agreement is similar to the one between the

Toronto Transportation Commission and the Canadian Merchant Service Guild, Inc., summarized above.

Monthly wage rates for engineers: 4 double-ended boats \$305; *T. J. Clark*, first crew \$305,

second crew \$280; night engineer \$280, freight engineer \$250; operating overtime over 9 hours for passenger boats \$1.75 per hour, for night engineer and for freight engineer \$1.50 per hour.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new and one first agreement, the repeal of one, and the amendment of 19 others. These include in addition to those summarized below, two amendments to the agreement for barbers and hairdressers at Quebec and the amendment of the agreement for funeral undertakers at Montreal published in the *Quebec Official Gazette* of June 30, for the fine glove industry in the province and for barbers and hairdressers at Three Rivers in the issue of July 22 and for the building trades at Three Rivers in the issue of July 29. The extension of a new agreement for retail stores at Magog in the issue of August 5, the repeal of the agreement for bakers, pastry-workers and salesmen at Drummondville in the issue of August 12, and the amendment of the agreements for the printing trades at Quebec and for the corrugated paper box industry in the province in the issue of August 19.

Requests for amendments to the agreements for the corrugated paper box industry in the province, for hardware and paint stores at Quebec for the building trades at St. Jérôme for the building trades and for the fur manufacturing industry (retail) at Montreal were gazetted July 8, a request for a new agreement for the fur manufacturing industry (wholesale) at Montreal and requests for the amendment of the agreements for building trades at Montreal, in the counties of Chicoutimi, Drummond and Arthabaska, etc., Hull,

Joliette, St. Hyacinthe, Three Rivers and at St. Johns and Iberville, Sherbrooke, Sorel and at St. Jérôme, and a request for the amendment of the agreement for the paint manufacturing industry in the province were all published in the issue of July 15. A request for the amendment of the agreement for barbers and hairdressers at Three Rivers was gazetted July 29. Requests for the amendment of the agreements for building trades at Montreal and at Three Rivers were published in the issue of August 5; requests for the amendment of the agreements for longshoremen (inland) at Montreal, for the wholesale food trade at Quebec, for building trades at St. Hyacinthe, and for barbers and hairdressers at Rouyn and Noranda were gazetted August 19.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessments

Manufacturing

Printing and Publishing

PRINTING TRADES, CHICOUTIMI.

An Order in Council, dated July 19, and gazetted July 29, amends the previous Order in Council for this industry (L.G., March, 1950, p. 345).

This agreement shall apply to all male and female persons engaged in the production of printed matters or to operations connected therewith.

Hours: 44 per week (as previously in effect). The distribution of working hours may be changed upon agreement between the employer and all the employees of the establishment. Such an agreement may also provide for a week of 5 working days. However, employees shall work a minimum of 44 regular hours in the week before being entitled to overtime rates.

Specified paid holidays (previously 7) are now extended to include the morning of Good Friday (previously observed until noon but not paid for). Ascension Day is also a holiday, but without pay. Employees must work the day before and the day after the holiday to be entitled to any of these holidays with pay. Holidays shall be paid for even when the establishment is closed for a week or more unless it be caused by an actual shortage of work.

Minimum hourly wage rates for all classifications in zone I and zone II remain unchanged from those previously in effect, except that the higher rates (\$1.15 per hour for journeymen) apply to establishments of 9 or more employees instead of to those of 8 or more employees.

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted monthly in the *LABOUR GAZETTE* monthly since June, 1934.

Non-metallic Minerals, Chemicals, Etc.

GLASS PROCESSING INDUSTRY, QUEBEC.

An Order in Council, dated August 2, and gazetted August 12, makes obligatory the terms of a first agreement between certain glass processing firms and Quebec Painters, Decorators and Glass Workers Union, Local 1696.

Agreement to be in effect from August 12, 1950, to February 3, 1951, and thereafter from year to year, subject to notice.

This agreement applies to all employers and employees of the glass processing industry; without limitation, it includes bevellers, silverers, cutters, setters, polishers, shippers, packers, truck drivers, warehousemen and helpers, working for the preparation of any kind of glass for the manufacturing or building industry.

Territorial jurisdiction shall comprise the cities of Quebec, Lévis, and Sillery, and the towns of Quebec West and Lauzon.

Hours: 9 per day, 45 per week.

Overtime: time and one-half for all time worked in excess of 9 hours in any one day or over 4 hours by the skeleton crew on Saturday and for work performed on Sundays and 4 specified holidays; double time for work on any of 3 additional specified paid holidays.

Minimum and maximum hourly wage rates: bevellers, silverers, cutters 65 and 90 cents per hour; setters, scratch polishers, spinners, examiners and buffers 65 and 93 cents; belt workers 60 and 77 cents; silverers' helpers, spray painters 55 and 70 cents; shippers (full time) 65 and 87 cents; packers 60 and 75 cents; truck drivers 60 and 80 cents; warehousemen's helpers and setters' helpers 60 and 72 cents; apprentices in first six months 41 cents per hour to 79 cents during the period 4 to 4½ years and thereafter at the rate for qualified workers.

Vacation: one week with pay to all employees with one year of continuous service prior to July 1 in any year; one-half week with pay to those employees who were not employed on July 1 of the previous year but who have been steadily employed since January 1 in the year in which the vacation is given. Date of vacation to be fixed by the employer.

Provision is made for board and accommodation and for travelling time while on out-of-town jobs, for apprenticeship regulations and for penalties for late starting.

Miscellaneous Wood Products

FURNITURE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated July 19, and gazetted July 29, amends the previous Orders in Council for this industry (L.G., Oct., 1948, p. 1127; July, 1950, p. 1052). This amendment to be in effect for a period of one year from June 1, 1950, until June 1, 1951.

Hours: in the town of Rimouski and in the village of Cabano furniture factories may work 60 hours per week at straight time and without restriction as to the starting or finishing time, each day. (These are the two municipalities which suffered disastrous fires earlier this year.)

Construction

BUILDING TRADES, QUEBEC.

An Order in Council, dated July 12, and gazetted July 22, amends the previous Orders in Council for the industry (L.G., Dec., 1947, p. 1803; July, 1948, p. 741, Nov., p. 1247; Aug., 1949, p. 988, Sept., p. 1115, Oct., p. 1247; July, 1950, p. 1052). This amendment to be in effect for the period between May 8, 1950, and May 1, 1951.

Special provisions concerning the victims of the conflagrations in the town of Rimouski and the municipality of Cabano. *Territorial jurisdiction* affected comprises the area within the limits of the town of Rimouski and the municipality of Cabano. *Hours:* no daily limitation of hours of work. *Overtime:* payment of time and one-half or double time for overtime work is suspended. Regular rates of wages shall prevail, irrespective of the number of hours worked each day.

BUILDING TRADES, ST. HYACINTHE.

An Order in Council, dated July 19, and gazetted July 29, amends the previous Orders in Council for this industry (L.G., July, 1947, p. 1002, Sept., p. 1308; May, 1948, p. 488; Oct., 1949, p. 1247; Feb., 1950, p. 209, Aug., p. 1185, and previous issues).

This amendment to be in effect from July 29, 1950, and until May 1, 1951, the vacation-with-pay credit period referred to in this section shall mean the period extending from that day to May 1, 1951.

Vacation: employees continuously in the service of one employer during the vacation-with-pay period, May 1 of one year to April 30 of next, are entitled to 7 consecutive days vacation. All employees are to receive credit for vacation pay equal to 2 per cent of their gross wages during the year, which is redeemable from the Commission after April 30 each year. The above provisions do not apply to the employees of municipal corporations or school commissions. (No vacation-with-pay provisions provided for previously.)

BUILDING TRADES, SOREL.

An Order in Council, dated July 19, and gazetted July 29, amends the previous Orders in Council for this industry (April, 1947, p. 544, Dec., p. 1804; Jan.-Feb., 1948, p. 51, Jan., 1950, p. 78, and previous issues). Another amendment to this agreement was published in the *Quebec Official Gazette*, issue of June 25, 1949.

Minimum hourly wage rates for bricklayers, plasterers, masons and cement finishers are increased by 30 cents per hour from \$1.10 to \$1.40 per hour. Rates for apprentice bricklayers, plasterers, masons and cement finishers from 60 cents per hour during the first year to 90 cents during the fourth year. (Apprentices' rates represent increases ranging from 15 to 20 cents per hour and the classification cement finisher apprentice is added.)

BUILDING TRADES, MONTREAL.

An Order in Council, dated August 2, and gazetted August 19, amends the previous Order in Council for this industry (L.G., June, 1950, p. 874) by replacing the trade classifications "construction boilermaker... steam generation mechanic \$1.50", with the following: "construction boilermaker,

erector, chipper, caulker, burner, welder and rigger in connection therewith and including steam generation mechanic \$1.50."

Another Order in Council, dated August 9, and gazetted August 19, amends the previous Orders in Council for this industry by increasing the minimum hourly wage rates for employees of the *elevator construction industry* in the Hull region by 11 cents per hour for mechanics and by 8 cents per hour for helpers and in the Quebec region by 13 cents per hour for mechanics and 9 cents for helpers, so that the new minimum wage rate for mechanics is \$1.50 per hour and for helpers \$1.05 per hour in both the Hull and Quebec regions.

BUILDING TRADES, ST. JÉRÔME.

An Order in Council, dated August 9, and gazetted August 19, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 873; Dec., 1949, p. 1559; May, 1950, p. 694).

Minimum hourly wage rates: carpenter-joiner, millwright, weatherstripper, roofer (asbestos, slate and tile), cement finisher, decorator, wall-paper hanger, sprayman, lather (metal), lather (wood, tentest, gyproc or similar material layer), roofer (composition), sheet metal worker (shop or job), tinsmith-roofer, blacksmith, driller (dynamite firer), steam, electric, Diesel or gas mixer operator, engineman (steam, gas, Diesel or electric shovels), stationary or portable boiler engineman, floor maker, saw filer, mastic floor layer, terrazzo polishing machine operator (dry) \$1.05 per hour; marble setter \$1.27; tile setter \$1.26; plasterer, mason (including cutter on job), bricklayer \$1.25; electrician, pipe mechanic, plumber and steamfitter-journeyman, commercial letterer, crane operator, bulldozer operator, grader operator, roller operator (steam or gas) \$1.10; terrazzo layer \$1.16; sprinkler fitter \$1.15; glazier, painter, floor finisher (shop or field), plumber and steamfitter-junior journeyman, fireman (construction), pipe welder (oxygen or electric), tractor operator \$1; floor finisher (hand or machine), insulating cork setter, mastic floor finisher, compressor operator 95 cents; rigger, concrete steel reinforcement erector, tile and asphalt layer, terrazzo polishing machine operator (wet), hod carrier, machinist 90 cents; labourer (plasterer's, bricklayer's and mason's helpers), blacksmith's helper, boiler fireman (4th class certificate), watchmen also employed as foreman and required to hold 4th class certificate (working a maximum of 72 hours per week) 85 cents; common labourer, freight and passenger elevator operator, truck driver (construction), horse driver (single or team), asphalt raker, men committed to ramming, smoothing and spreading asphalt 80 cents. apprentice carpenter-joiners from 60 cents in first year to 95 cents in fourth year; those trades requiring 4 years of apprenticeship 55 cents in first year to 80 cents in fourth year; those trades requiring 3 years of apprenticeship from 60 cents in first year to 80 cents in third year. (The above rates represent an increase of 5 cents per hour over the rates previously in effect in each case with the exception of the rate applying to tinsmith-roofer whose rate is increased by 10 cents per hour.) Foremen supervising a shift of 4 or more men shall be paid 10 cents more per hour than the rates established for their trade. Minimum weekly rates for maintenance men are increased by

\$2.40 per week and are now as follows: journeyman \$33.60; apprentice \$20.65; common labourer \$26.40. Rates for waterman 70 cents per hour and weekly rates for watchmen in the field (night and day) with no hourly limitation and for material checker and timekeeper \$36 per week remain unchanged.

PLUMBERS, HULL.

An Order in Council, dated July 19, and gazetted July 29, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 874, Nov., p. 1247; Oct., 1949, p. 1248).

Minimum hourly wage rates: master plumber (personal services) \$2.40 per hour in zone I, \$2 in zone II; senior journeyman \$1.65 in zone I, \$1.05 in zone II; junior journeyman—first 6 months 85 cents in zone I, 75 cents in zone II, second 6 months \$1.10 in zone I, 85 cents in zone II; welder \$1.10 in zone I, 90 cents in zone II; apprentices from 40 cents in first year to 70 cents during fourth year in zone I, from 35 cents in first year to 65 cents during the fourth year in zone II. (The rates shown above represent increases of 10 cents per hour for senior journeyman in zone I, for junior journeyman—second 6 months 10 cents in zone I and for apprentices 5 cents per hour in zone I; rates for other classifications in zone I and zone II remain unchanged from those previously in effect.)

Vacation: employees continuously in the service of one employer during the vacation-with-pay period, May 1 of one year to April 30 of next, are entitled to 7 consecutive days vacation. All employees are to receive credit for vacation pay equal to 2 per cent of their gross wages during the year, which is redeemable from the Commission after April 30 each year. (Vacation provisions not provided for previously.)

Trade

RETAIL FOOD STORES, QUEBEC.

An Order in Council, dated June 21, and gazetted June 30, amends the previous Orders in Council for this industry (L.G., June, 1947, p. 826; Oct., 1948, p. 1128; Oct., 1949, p. 1248, and previous issues). Another amendment to this agreement was published in the *Quebec Official Gazette* of March 4, 1950.

Hours are increased from 51½ to 53 per week. *Overtime* is payable at the rate of time and one-half for all hours worked in excess of 53 per week. (Previously overtime rate was payable for all work in excess of 51½ hours per week at the rate of straight time up to 56 hours, time and one-half thereafter). Double time for Sundays and for work performed between 11.30 p.m. and 7.30 a.m. remains unchanged.

Minimum weekly wage rates in zone II for employees working in the capacity of department managers or head clerks in grocery or butcher stores are increased from \$25 to \$27 per week. In establishments engaged in both the grocery and meat trade in zone I, delivery men, which are included in the percentages, in addition to cashiers and office employees, shall be remunerated at the rate for employees of the grocery department. The table of classification of employees where it refers to establishments with one, two or three employees only is revised.

HARDWARE AND PAINT STORES, QUEBEC.

An Order in Council, dated August 9, and gazetted August 19, amends the previous Orders in Council for this industry (L.G., July, 1946, p. 931; Jan., 1947, p. 50, Sept., p. 1308; April, 1948, p. 335, Nov., p. 1248; Dec., 1949, p. 1559; Jan., 1950, p. 80, and previous issues).

Overtime: delivery men and their helpers and any employees receiving \$43 or more per week (previously \$41.50 per week) shall not be paid for overtime when the weekly duration of labour does not exceed by more than 2 hours the regular work week of the establishment.

Minimum weekly wage rates: manager \$51.50 per week; chief-accountant, head sales clerk \$46; head receiving and shipping clerk, head order clerk \$43; head warehouse clerk \$40; delivery-man \$36.50; delivery-man helper

(under 21 years of age) \$23; delivery-man helper (21 years of age and over) \$27; messenger \$11.50; bookkeeper from \$17 per week in first year to \$43 during ninth year; clerk (selling and taking orders) from \$16 per week during the first year to \$43 during ninth year; receiving and shipping clerk from \$17 in the first year to \$36.50 during ninth year; warehouse clerk (under 20 years of age) \$23.75; (20 years of age and over with less than 5 years' experience) \$27.25; (5 or more years' experience) \$31; order clerk \$17 during first year to \$39 during ninth year; skilled tradesman \$37.50; unskilled tradesman \$35.50; senior employee (under 25 years of age) \$33.50; (25 years of age and over) \$36.50; night watchman \$31.50. (The above rates represent increases ranging from \$1 to \$1.50 per week in most cases.)

Industrial Standards Acts, etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in New Brunswick, Ontario, Saskatchewan and Alberta

Recent proceedings under the Industrial Standards Acts, etc.* include in addition to those summarized below: a new schedule for the barbering industry in the St. Thomas Zone published in *The Ontario Gazette*, issue of April 8, and another new schedule for the same industry in the Aylmer and Springfield Zones published in the issue of May 6.

NEW BRUNSWICK

Construction

PLUMBERS, SAINT JOHN.

An Order in Council, dated July 21, and gazetted August 2, makes binding the terms of a new schedule for plumbers and pipe-fitters at Saint John and within a radius of 15 miles, to be in effect until April 30, 1951.

Hours: 8 per day, Monday through Friday, 4 on Saturday, a 44-hour week constitutes a regular working period. If, on a regular working day, the nature of the work or the conditions prevailing are such to necessitate the carrying out of the work at periods other than during the regular working periods, it may be carried out during other periods of the day and such periods will be known as special working periods. Hours for such periods shall not exceed 7½ Monday to Friday (inclusive) and 3½ hours on Saturday.

Overtime is payable at time and one-half for the first 6 hours, double time thereafter and on Sundays and 9 specified holidays.

Minimum hourly wage rates: \$1.25 per hour during regular working periods; \$1.33 per hour for work done during special periods.

This schedule shall not apply to any employee who is employed to do the work of a maintenance man and who is in receipt of a regular salary nor to employees engaged in shipbuilding or ship repairing work.

ONTARIO

Construction

BRICKLAYERS AND STONEMASONS, CORNWALL.

An Order in Council, dated June 22, and gazetted July 8, makes binding the terms of a first schedule for bricklayers and stonemasons at Cornwall to be in effect from July 18, 1950, "during pleasure".

Hours: 8 per day, Monday through Friday, 4 on Saturday, a 44-hour week. Work performed at night which because of its nature cannot be done during the regular work-day, where an employee does not work more than 8 hours, shall be known as night work. Where work is carried on in 2 or more shifts, employees shall be deemed to be employed during a regular working-day where an employee does not work more than 8 hours in any 24-hour period (this work to be known as shift work).

Overtime is payable at the rate of time and one-half for all work performed during the 5-hour period immediately following the regular working-day Monday through Friday; double time after 12 noon Saturday and for work on Sundays and 5 specified holidays.

* In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, April 1950, page 518.

Minimum hourly wage rates for work performed during regular working periods and for *night work*, \$1.80 per hour. Employees on *shift work* shall receive 8 hours' pay for 7 hours' work. The advisory committee may fix a lower minimum rate for employees who are only partly subject to the provisions of this schedule or who are handicapped.

SASKATCHEWAN

Construction

CARPENTERS, YORKTON.

An Order in Council, dated April 11, and gazetted April 22, amends the previous Order in Council for this industry (L.G., March, 1949, p. 304). This amendment to come into force May 2, 1950.

Another Order in Council, dated April 28, and gazetted May 6, rescinds the above amendment, because of typographical errors, this further amendment shall be in force from May 16, 1950.

Minimum hourly wage rates for improvers: from not less than 63 cents per hour for those employees holding a first year certificate to not less than \$1 per hour for those holding a fourth year certificate. (This classification not shown in the previous schedule.) The minimum wage rate for journeymen is unchanged at \$1.15 per hour.

It is also provided by this amendment that *public holidays* shall be paid for in accordance with the Provincial Government Minimum Wage Board's Order governing this class of employee and that *annual vacation* shall be as provided for under the Annual Holidays Act of the Province of Saskatchewan.

Regulations governing the employment of journeymen carpenters, the employment of apprentices in ratio to journeymen and the hiring of improvers, when journeymen carpenters are not available, are covered by this amendment.

ELECTRICAL WORKERS, REGINA.

An Order in Council, dated June 23, and gazetted June 30, amends the previous Order in Council for this industry (L.G., May, 1949, p. 606). This amendment to be in effect from July 10, 1950.

Minimum hourly wage rates for the following classifications are increased by 10 cents per hour: journeyman wireman from \$1.40 to \$1.50, probationary journeyman from \$1.30

to \$1.40. Rates for apprentices and helpers are now increased by 5 cents per hour and are as follows—from 65 cents per hour in first year to \$1.05 per hour in fourth year.

CARPENTERS, PRINCE ALBERT.

An Order in Council, dated July 7, and gazetted July 21, makes binding the terms of a first schedule for carpenters at Prince Albert and within a radius of 5 miles, to be in effect from July 31, 1950, "during pleasure".

Hours: 8 per day, Monday through Friday, a 40-hour week.

Overtime is payable at the rate of time and one-half for the first 4 hours in excess of 8 hours in any one day and for work on Saturday mornings; double time for all other overtime including Sundays and 8 specified holidays. Public holidays shall be paid for in accordance with the Provincial Government Minimum Wage Board's Order governing this class of employment.

Minimum hourly wage rates: \$1.40 per hour for journeymen. Carpenters in charge of 3 or more men shall be paid not less than \$1.60. Shift work allowed only when a regular day shift is worked shall be paid for at the rate of one and one-seventh the normal rate if such shifts are worked 3 or more consecutive nights. Where only 1 or 2 nights are worked or where the full shift is not worked the rate shall be one and one-half times the normal rate. A journeyman required to report for work shall be paid a minimum of 2 hours wages unless stopped by bad weather.

Vacation: annual vacation shall be as provided for in The Annual Holidays Act of the Province of Saskatchewan.

ALBERTA

Manufacturing

Vegetable Foods

BAKERY SALESMEN, CALGARY.

An Order in Council, dated April 25, and gazetted May 31, amends the previous Order in Council for this industry (L.G., April, 1950, p. 520).

Overtime provisions are corrected by specifying that double time is payable for work on any of 8 statutory holidays, where one day in lieu thereof is not allowed within 30 days of such holiday.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During July

(1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of July the Department of Labour prepared 175 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 163 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.	8,853	\$7,854,258.09
Post Office.	12	48,292.12
Public Works.	4	106,848.40
R.C.M.P.	6	24,519.00

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JULY

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Agriculture				
Spring Coulee, Alta.	Construction of spillway, St. Mary Dam.	W. C. Wells Construction Co. Ltd., Saskatoon, Sask.	\$ 380,355 00	Oct. 13, 1949
Kermos, B.C.	Cawston Benches Distribution System.	Interior Contracting Co. Ltd., Penitton, B.C.	62,061 75	Sept. 21, 1949
Canadian Commercial Corporation				
St. John's, Nfld.	Alterations to Building Number 4 for Royal Canadian Navy (R) divisional classroom, etc., H.M.C.S. "Cabot".	W. A. Trask, St. John's, Nfld.	43,760 00	Aug. 18, 1950
Halifax, N.S.	Paving and grading outside storage area at No. 15 R.O.D., Willow Park.	Municipal Spraying & Contracting Ltd., Halifax, N.S.	18,863 00	July 20, 1950
Halifax, N.S.	Removal of existing roofing, replacement and repair of decking, where required, and the application of asphalt roof surfacing on buildings 1, 28, 29, 31, 42 and 44 at Garrison Barracks.	Northern Roofing and Metal Workers Ltd., Saint John, N.B.	5,568 92	July 20, 1950
Halifax, N.S.	Installation of a high pressure steam distribution system from the Central Heating Plant to Building No. 37, Garrison Barracks.	J. V. MacPherson Ltd., Halifax, N.S.	69,700 00	Feb. 23, 1950
Moncton, N.B.	Installation of new heating distribution system, Reserve Force Accommodation.	Moncton Plumbing & Supply Co. Ltd., Moncton, N.B.	58,047 00	Feb. 23, 1950
Bouchard, P.Q.	Replacement of part of overhead steam line by underground steam mains, No. 34 O.A.D.	John Colford Contracting Co. Ltd., Montreal, P.Q.	69,218 00	Mar. 21, 1950
Montreal, P.Q.	Installation of new steam boiler, stoker, and other necessary equipment, Grenadier Guards Armoury.	Reid & Cambridge Ltd., Westmount, P.Q.	12,966 49	Aug. 2, 1950
Riviere du Loup, P.Q.	Erection of concrete block and structural steel annex to Armoury.	Le Syndicat de Construction Moderne Ltee., Quebec, P.Q.	15,211 00	Aug. 10, 1950
Camp Ipperwash, Ont.	Interior painting of Buildings 7, 11, 12, 13, 14, 15, 16, 17, 25, and 44, Ipperwash Cadet Camp.	J. J. Salt Ltd., Toronto, Ont.	5,904 80	April 14, 1950
Lindsay, Ont.	Installation of new heating system, Lindsay Armouries.	Goodfellow & Dougherty, Peterborough, Ont.	17,200 00	Aug. 8, 1950
Ottawa, Ont.	Repairs and exterior painting of Beaver Barracks and Officers' Married Quarters, Argyle Street.	Alfred Grodke, Ottawa, Ont.	9,700 00	July 26, 1950
Ottawa, Ont.	Restoration of grounds on the site of the former Rideau Military Hospital, Hurdman's Bridge.	Valley Construction Co., Ottawa, Ont.	975 00	May 5, 1950
Ottawa, Ont.	Replacement of incinerator, R.C.A.F. Station, Victoria Island.	Francis Hankin & Co. Ltd., Montreal, P.Q.	5,272 00	Aug. 1, 1950
Trenton, Ont.	Alterations and additions to Central Heating Plant, R.C.A.F. Station.	E. S. Fox Plumbing & Heating Ltd., Welland, Ont.	22,957 00	July 19, 1950
Fort Churchill, Man.	Repairs to Building D-10 U.S. Army Workshop.	The Foundation Co. of Canada Ltd., Montreal, P.Q.	20,600 00	June 21, 1950
Maple Creek, Sask.	Installation of a low pressure gravity steam heating system in the Maple Creek Armoury.	Waterman-Waterbury Mfg. Co., Swift Current, Sask.	7,880 00	Aug. 2, 1950
Swift Current, Sask.	Construction of a 6 target, 600 yard outdoor rifle range.	Western Construction Co., Swift Current, Sask.	13,000 00	Aug. 1, 1950
Calgary, Alta.	Landscaping of married quarters area, Currie Barracks.	Western Excavating Co., Calgary, Alta.	19,914 21	April 4, 1950
Calgary, Alta.	Construction of a 250 man-barrack block, Currie Barracks.	Bird Construction Co. Ltd., Calgary, Alta.	499,200 00	Aug. 1, 1950
Calgary, Alta.	Repairing of roofs of 12 "H" houses at Currie Barracks.	Clark Roofing Co., Calgary, Alta.	\$ 5,700 00	Mar. 23, 1950
Edmonton, Alta.	Exterior painting of various buildings, R.C.A.F. Station.	Keeler Painting & Decorating Co., Edmonton, Alta.	11,164 90	Aug. 8, 1950
Sufield (Raiiston P.O.) Alta.	Construction of a transport garage at Experimental Station.	Bird Construction Co. Ltd., Lethbridge, Alta.	116,795 00	July 28, 1950

Aldergrove, B.C.	Relocation of rhombic, installation of co-axial cable and removal of existing transmission lines, W/T Station.	Nova Electric Ltd., North Vancouver, B.C.	3,287 00	April 18, 1950
Aldergrove, B.C.	Erection of a 75,000 imperial gallon wood stove water storage tank, R.C.N. W/T Station.	Pacific Coast Pipe Co. Ltd., Vancouver, B.C.	21,880 00	July 26, 1950
Chilliwack, B.C.	Construction of a 500-man mess.	Bennett & White Construction Co. Ltd., Vancouver, B.C.	141,339 00	June 19, 1950
Prince Rupert, B.C.	Installation of steam heating system, furnace and fuel room and repairs to foundations and floors, Prince Rupert Armoury.	Greer & Bridden, Prince Rupert, B.C.	18,740 00	Aug 10, 1951

Central Mortgage & Housing Corporation

St. John's, Nfld.	Construction of 140 housing units.	Horwood Lumber Co., St. John's, Nfld.	923,474 20	April 26, 1950
Summerside, P.E.I.	Construction of stage II school.	M. F. Schurman Co. Ltd., Summerside, P.E.I.	152,125 00	June 3, 1950
Greenwood, N.S.	Landscaping of 110 lots.	Rosehall Nurseries Ltd., Brantford, Ont.	16,984 00	June 3, 1950
New Glasgow, N.S.	Construction of stage II school.	Kenny Construction Co. Ltd., Yarmouth, N.S.	200,136 00	June 3, 1950
Tufts Cove, N.S.	Graveling driveways.	Rosehall Nurseries Ltd., Brantford, Ont.	1,217 61	
Tufts Cove, N.S.	Inspection of plumbing services.	J. J. O'Toole, Dartmouth, N.S.	2,605 00	
Chatham, N.B.	Construction of 521 apartment suites.	Brookfield Construction Co. Ltd., Halifax, N.S.	3,492,802 77	Mar. 22, 1950
Coverdale, N.B.	Construction of stage I school.	B. A. Tozer & Son, Bathurst, N.B.	104,875 00	May 1, 1950
Fredericton, N.B.	Construction of 24 houses with water and sewage services.	Eastern Woodworkers Ltd., New Glasgow, N.S.	175,766 59	May 21, 1950
Saint John, N.B.	Exterior painting of houses.	R. L. Kilburn, Fredericton, N.B.	6,925 00	June 21, 1950
Cartierville, P.Q.	Landscaping.	Rosehall Nurseries Ltd., Brantford, Ont.	35,943 00	May 5, 1950
Chicoutimi, P.Q.	Exterior painting of houses.	R. Richard Engr., Montreal, P.Q.	13,156 50	May 3, 1950
Chicoutimi, P.Q.	Exterior painting of houses.	Henri Quironnet, Chicoutimi, P.Q.	6,705 00	May 3, 1950
Quebec, P.Q.	Exterior painting of duplexes.	Planned Renovators Co., Montreal, P.Q.	13,937 20	May 3, 1950
Quebec, P.Q.	Rehabilitation of 40 houses.	P. E. Poltras, Quebec, P.Q.	4,902 00	May 3, 1950
Quebec, P.Q.	Exterior painting of houses.	Syndicat de Construction Moderne Ltée, Quebec, P.Q.	42,885 00	July 5, 1950
Ajax, Ont.	Installation of street lighting system.	John St. Clair Painting & Decorating, Hamilton, Ont.	18,883 00	Mar. 9, 1950
Barrie, Ont.	Installation of covers for Inhoff tanks.	Public Utilities Commission, Oshawa, Ont.	3,000 00	
Camp Borden, Ont.	Construction of roads and driveways for 88 houses.	T. D. K. Rooney Construction, Kingston, Ont.	3,417 00	
Camp Borden, Ont.	Construction of sewer and water mains for 88 houses.	Cook Construction Co., Barrie, Ont.	\$12,527 00	July 24, 1950
Centralia, Ont.	Construction of roads and driveways for 135 houses.	R. F. Booth Construction Ltd., Niagara Falls, Ont.	39,383 30	June 6, 1950
Centralia, Ont.	Erection of a 14 classroom school.	Sterling Construction Co. Ltd., Windsor, Ont.	24,266 50	July 21, 1950
Centralia, Ont.	Installation of power distribution—street lighting and fire alarm circuits.	Sterling Construction Co. Ltd., Windsor, Ont.	368,732 00	May 28, 1950
Clinton, Ont.	Construction of 6-room school.	Answorth Electric Co. Ltd., Toronto, Ont.	28,405 00	July 6, 1950
Deep River, Ont.	Installation of permanent foundations—203 houses.	Sterling Construction Co. Ltd., Windsor, Ont.	136,014 00	June 2, 1950
Deep River, Ont.	Survey.	A. S. Peterson Ltd., Ottawa, Ont.	150,000 00	Aug. 2, 1950
Deep River, Ont.	Construction of 75 housing units, 3-6-car garages and services.	Charles G. Taylor, Pembroke, Ont.	1,500 00	
Dundas, Ont.	Exterior painting of 93 houses, 56 woodsheds—450 feet of fence.	E. R. Tremblay, Ottawa, Ont.	506,595 00	June 10, 1950
Kirkland Lake, Ont.	Exterior painting of houses—office buildings, etc.	John St. Clair Painting and Decorating Co., Stoney Creek, Ont.	5,813 50	Mar. 9, 1950
Leamington, Ont.	Exterior painting of 100 houses.	Kirti Kallio, Timmins, Ont.	8,840 00	Mar. 9, 1950
Merrinton, Ont.	Exterior painting of 92 houses.	Windsor Painting & Decorating Co., Windsor, Ont.	6,504 00	Mar. 10, 1950
Napanee, Ont.	Installation of front combination doors, fire stops, insulation, caulking, bumper strips over coal windows.	Norman A. Lock & Son, Hamilton, Ont.	6,474 60	April 6, 1950
Ottawa, Ont.	Landscaping and driveways—23 houses.	John H. Gibson, Napanee, Ont.	1,322 00	
Ottawa, Ont.	Interior decorating of 200 apartments—Mann Avenue.	Rosehall Nurseries Ltd., Brantford, Ont.	4,392 00	
Ferry Sound, Ont.	Installation of permanent foundations and dividing 12 double woodsheds.	J. W. Havelin, Ottawa, Ont.	17,786 00	June 2, 1950
Pictou, Ont.	Relocating rural power lines.	John Green, Erin, Ont.	28,164 00	May 30, 1950
Rockcliffe, Ont.	Construction of 300 housing units.	Hydro Electric Power Commission of Ontario, Toronto, Ont.	1,700 00	
Rockcliffe, Ont.	Construction of roads and driveways for a portion of project.	Hill-Clark Francis, Ltd., New Liskeard, Ont.	1,941,745 00	June 2, 1950
St. Thomas, Ont.	Front door combinations, porch rail supports, caulking windows, clothes poles and bumper strips.	Deeblee Construction Co. Ltd., Ottawa, Ont.	29,934 50	July 12, 1950
St. Thomas, Ont.		David Winter, St. Thomas, Ont.	2,540 50	

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JULY

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Central Mortgage and Housing Corporation—Cont'd.				
St. Thomas, Ont.	Landscaping and installing driveways—61 houses.	H. H. Sutton, Toronto, Ont.	8,235 00	*
Samia, Ont.	Caulking aluminum window and door frames and foundation walls, and cleaning and painting aluminum siding.	Tripp Contracting Co., Samia, Ont.	4,984 50	*
Samia, Ont.	Survey.	J. C. Monfrith, Samia, Ont.	2,070 00	*
Sault Ste. Marie, Ont.	Exterior painting of houses.	James Michael, Sault Ste. Marie, Ont.	6,333 00	Mar. 9, 1950
Stanford, Ont.	Landscaping and driveways of 20 houses.	H. McCracken, Brantford, Ont.	4,580 30	*
Stanford, Ont.	Exterior painting of 103 houses.	Gregory & Marks, St. Thomas, Ont.	9,115 00	Mar. 10, 1950
Stanford, Ont.	Installing front combination doors.	Carl Henry, Gadsill, Ont.	2,252 25	*
Sterling, Ont.	Landscaping and installing driveways and relocating side-walks.	H. H. Sutton, Toronto, Ont.	\$ 4,700 00	*
Trenton, Ont.	Exterior painting of 190 houses.	R. J. Webb, Trenton, Ont.	12,007 10	Mar. 10, 1950
Windsor, Ont.	Renovation of an administration office.	Sterling Construction Co. Ltd., Windsor, Ont.	7,030 00	April 26, 1950
Windsor, Ont.	Completion of walks and driveways deleted from main con-tract.	Sterling Construction Co. Ltd., Windsor, Ont.	10,988 85	*
Windsor, Ont.	Exterior painting of 113 houses and 45 garages.	Windsor Painting & Decorating Co., Windsor, Ont.	7,875 00	Mar. 9, 1950
East Kildonan, Man.	Landscaping of 75 houses.	J. H. From, Winnipeg, Man.	5,400 00	*
Rivers, Man.	Installation of 3 step down transformer bank.	Manitoba Power Commission, Winnipeg, Man.	3,150 41	*
St. Vital, Man.	Erection of stage III school.	Claydon Co. Ltd., Winnipeg, Man.	401,122 00	June 2, 1950
St. Vital, Man.	Landscaping of 96 houses.	J. H. From, Winnipeg, Man.	7,808 00	*
Shilo, Man.	Landscaping of 54 houses.	J. H. From, Winnipeg, Man.	4,008 00	*
Winnipeg, Man.	Construction of school.	Bird Construction Co. Ltd., Winnipeg, Man.	515,592 00	June 19, 1950
Winnipeg, Man.	Landscaping of 191 houses.	J. H. From, Winnipeg, Man.	13,319 00	*
Winnipeg, Man.	Exterior painting of houses.	Coates Painting Co., Winnipeg, Man.	17,363 00	March 9, 1950
Kamsack, Sask.	Landscaping of 25 houses.	O. A. Chiswell, Saskatoon, Sask.	2,475 00	*
Regina, Sask.	Installation of 1,000-watt heaters, removal of furnace coils and plugging of furnace.	Lorne Electric Co. Ltd., Regina, Sask.	8,701 00	*
Regina, Sask.	Installation of hand dampers and draft regulators.	N. B. Roantree Co. Ltd., Regina, Sask.	1,105 00	*
Regina, Sask.	Exterior painting of 80 houses.	Commercial Painters & Decorators, Regina, Sask.	7,551 00	March 9, 1950
Saskatoon, Sask.	Exterior painting of 48 houses—88 houses—trim only 20 houses—roofs.	Wm. Sigalek & Co. Ltd., Calgary, Alta.	9,680 00	March 9, 1950
Weyburn, Sask.	Construction of 27 house walks.	Henry Bregg, Weyburn, Sask.	1,680 00	*
Calgary, Alta.	Landscaping of 300 houses.	Emerald Florist & Gardens, Lethbridge, Alta.	51,272 60	*
Calgary, Alta.	Construction of concrete sidewalks.	Bird Construction Co. Ltd., Calgary, Alta.	30,189 00	*
Edmonton, Alta.	Spreading fill.	Western Landscaping Co., Edmonton, Alta.	4,616 25	*
Edmonton, Alta.	Extending house walks to city streets and provide steps where necessary.	A. L. Stevens, Edmonton, Alta.	2,600 00	*
Medicine Hat, Alta.	Cut and fill for grading lots.	Bird Construction Co. Ltd., Lethbridge, Alta.	2,585 00	*
Medicine Hat, Alta.	Landscaping of 100 houses.	Emerald Florist & Gardens, Lethbridge, Alta.	13,815 00	*
Red Deer, Alta.	Installation of 100 houses.	City of Red Deer, Red Deer, Alta.	1,051 62	*
Suffield, Alta.	Construction of sewer and water connections.	R. J. MacRae, Saskatoon, Sask.	19,136 59	May 11, 1950
Belmont, Park B.C.	Installation of electrical services.	R. G. W. Ledingham & Co., Vancouver, B.C.	3,575 93	*
Chilliwack, B.C.	Installation of storm sewer manholes.	Dalefish Bros., Chilliwack, B.C.	1,300 00	*
Courtenay, B.C.	Installing new pumping units.	Rosehall Nurseries Ltd., Brantford, Ont.	5,338 00	*
Courtenay, B.C.	Landscaping of 40 houses.	D. M. Browne, Victoria, B.C.	5,368 00	*

Cranbrook, B.C.	Construction of sidewalks.	Orr & Walach, Vancouver, B.C.	\$2,961 15 7/8	*
Port Alberni, B.C.	Landscaping of 100 houses.	Rosehall Nurseries Ltd., Brantford, Ont.	20,196 00	*
Prince George, B.C.	Landscaping of 100 houses.	Rosehall Nurseries Ltd., Brantford, Ont.	25,375 00	*
Sea Island, B.C.	Landscaping of 35 houses.	Rosehall Nurseries Ltd., Brantford, Ont.	10,360 00	*
Vancouver, B.C.	Repairing sewer laterals.	Christian & Allen, Ladner, B.C.	1,197 77	*
Vancouver, B.C.	Survey.	Underhill & Underhill, Vancouver, B.C.	1,647 67	*
Vancouver, B.C.	Exterior painting of 304 houses.	R. H. Neven Co. Ltd., Vancouver, B.C.	23,736 30	May 17, 1950
Vancouver, B.C.	Excavating, spreading and levelling.	Monarch Construction Co. Ltd., Vancouver, B.C.	5,233 54	*
Vancouver, B.C.	Paving of streets and installing curbs, gutters and tile drains.	City Construction Co. Ltd., Vancouver, B.C.	146,636 80	June 28, 1950
Vancouver, B.C.	Construction of concrete sidewalks.	City Construction Co. Ltd., Vancouver, B.C.	63,236 00	June 28, 1950
Vancouver, B.C.	Clearing and removing trees.	Howard Shiels, New Westminster, B.C.	2,195 14	*
Vancouver, B.C.	Exterior painting of houses.	Frank Clarkson Ltd., Vancouver, B.C.	4,348 00	May 17, 1950
Vancouver, B.C.	Exterior painting of houses.	Kerrisdale Decorators Ltd., Vancouver, B.C.	3,085 42	May 17, 1950

National Harbours Board

Montreal Harbour, P.Q.	Paving roadway at Sections 27-30	Charles Duranceau Ltée., Montreal, P.Q.	25,937 18	June 17, 1950
Port Colborne, Ont.	Installation of dust collecting system, National Harbours Board.	Day Co. of Canada Ltd., Port William, Ont.	129,930 00	Feb. 4, 1950

National Research Council

Chalk River, Ont.	Erection of an addition to Building 406 at the Atomic Energy Project.	Robertson Construction and Engineering Co. Ltd., Niagara Falls, Ont.	60,000 00	Aug. 2, 1950
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Department of Public Works

St. John's, Nfld.	Alterations and improvements to the Marshall Building.	Newfoundland Engineering and Construction Co. Ltd., Cornerbrook, Nfld.	117,410 00	July 3, 1950
Carleton Place, N.S.	Wharf extension.	Mosher & Rawding, Liverpool, N.S.	14,830 00	May 1, 1950
North Ingonish (McLeods), N.S.	Breakwater-wharf replacement.	B. A. Allaby and R. P. McLeod, Truro, N.S.	216,445 00	May 23, 1950
Yarmouth, N.S.	Breakwater reconstruction.	J. P. Porter Co. Ltd., Montreal, P.Q.	399,200 00	April 27, 1950
Barachois, N.B.	Wharf extension and dredging.	J. W. & J. Anderson Ltd., Burnt Church, N.B.	79,227 50	May 4, 1950
Grande Anse, N.B.	Pier repairs.	Alfred Thimot & Medard Comeau, Little Brook, N.S.	72,053 00	May 17, 1950
Lauson, P.Q.	Construction of a stores and carpenter shop at Champlain Dry Dock.	Frs. Jobin Inc., Quebec, P.Q.	73,582 00	April 17, 1950
St. Raymond P.Q.	Construction of an addition and alterations to the Public Building.	A. Daris, Montreal, P.Q.	28,697 15	June 26, 1950
Ottawa, Ont.	Construction of sewerage and water distribution systems, excavation of heating tunnels, excavation and construction of underground electrical ducts, Tunney's Park Development.	Moise Rivest, L'Epiphanie, P.Q.	137,506 18	June 26, 1950
Port Colborne, Ont.	Breakwater repairs.	McNamara Construction Co. Ltd., Toronto, Ont.	72,600 00	May 31, 1950
Sundridge, Ont.	Construction of a wharf.	Fred Cauvureau, Parry Sound, Ont.	13,997 00	May 20, 1950
Vermilion Bay, Ont.	Improvements to the electrical system in the Customs House.	W. Newman Co. Ltd., St. Boniface, Man.	18,908 00	May 29, 1950
Winnipeg, Man.	Additions and alterations to the Indian Hospital.	D. Thompson Ltd., Winnipeg, Man.	6,226 00	June 21, 1950
Fort Qu'Appelle, Sask.	Dredging.	Harvey Luman Construction Co., Regina, Sask.	318,318 00	June 8, 1950
Lafave River and Mahone Bay, N.S.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	40,622 50	*
Little Harbour, N.S.	Dredging.	M. D. Rawding, Liverpool, N.S.	14,212 50	*
Cape Bald, N.B.	Dredging.	Denis LeBlanc, Buctouche, N.B.	12,580 00	*
Burlington Channel, Ont.	Dredging.	Russell Construction Co. Ltd., Toronto, Ont.	76,300 00	*
Port William, Ont.	Dredging.	Consolidated Dredging Ltd., Toronto, Ont.	306,900 00	*
Sault Ste. Marie, Ont.	Dredging.	A. B. McLean & Sons Ltd., Sault Ste. Marie, Ont.	48,192 18	*
Toronto, Ont.	Dredging.	McNamara Construction Co. Ltd., Toronto, Ont.	47,778 75	*

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JULY

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Resources and Development				
Cape Breton National Park, N.S.	Construction of a warden's cabin and low rental tourist accommodation.	Joseph E. Morrison, Sydney, N.S.	\$47,620 00	May 10, 1950
Fundy National Park, N.B.	Construction of low rental tourist accommodation.	Modern Construction Ltd., Moncton, N.B.	41,283 67	May 8, 1950
Fundy National Park, N.B.	Construction of a Community Hall Building.	Eastern Builders Ltd., Moncton, N.B.	45,700 00	May 8, 1950
Jasper National Park, Alta.	Complete construction (except plumbing and heating trades) of the following quonset hut type buildings: garage, stores, laundry and warden's stores.	Western Construction and Lumber Co. Ltd., Edmonton, Alta.	95,370 00	Feb. 4, 1950
Jasper National Park, Alta.	Construction of supervising engineer's residence and 3 junior engineer's residences.	Western Construction and Lumber Co. Ltd., Edmonton, Alta.	45,500 00	Feb. 4, 1950
Department of Transport				
Penguin Island West, Nfld.	Reconstruction of lightkeeper's dwelling.	S. J. Clark, St. John's, Nfld.	20,100 00	Mar. 2, 1950
Puffin Island, Nfld.	Reconstruction of lightkeeper's dwelling.	S. J. Clark, St. John's, Nfld.	23,990 00	Mar. 2, 1950
St. Jacques, Nfld.	Reconstruction of lightkeeper's dwelling.	S. J. Clark, St. John's, Nfld.	19,900 00	Mar. 2, 1950
South Head, Nfld.	Erection of bungalow and construction of tower.	S. J. Clark, St. John's, Nfld.	17,502 00	May 31, 1950
Charlottetown, P.E.I.	Additional airport development.	County Construction Co. Ltd., Charlottetown, P.E.I.	27,822 95	April 27, 1950
North Point, P.E.I.	Construction of lightkeeper's dwelling.	E. A. McCue, Alberton, P.E.I.	10,000 00	Mar. 2, 1950
Saint John, N.B.	Additional airport development.	Municipal Spraying & Contracting Ltd., Halifax, N.S.	526,169 50	Mar. 15, 1950
Baie Comeau, P.Q.	Construction of hard surface runway.	North Shore Construction Co. Ltd., Montreal, P.Q.	212,168 75	April 27, 1950
Dorval, P.Q.	Additional airport development.	The Highway Paving Co. Ltd., Montreal, P.Q.	528,459 25	April 27, 1950
Seven Islands, P.Q.	Additional airport development.	H. J. O'Connell Ltd., Montreal, P.Q.	246,150 00	Mar. 15, 1950
Fort William, Ont.	Renewal hangar trusses Hangar H.1, Lakehead Airport.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	12,000 00	April 20, 1950
Kitchener, Ont.	Additional development, Waterloo-Wellington Airport.	A. F. Byers Construction Co. Ltd., Toronto, Ont.	206,914 00	May 16, 1950
Porphyry Point, Ont.	Construction of lightkeeper's dwelling.	John K. Ranta, Port Arthur, Ont.	16,760 00	Mar. 2, 1950
Saskatoon, Sask.	Surface treatment of runways.	Barbant Bros. Ltd., Saskatoon, Sask.	6,700 00	April 15, 1950
Saskatoon, Sask.	Renewal of trusses and repairs to Hangar H.3.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	12,000 00	April 20, 1950

*The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Labour Legislation in Ontario, Quebec and New Brunswick in 1950

A new Labour Relations Act was the most important enactment of the Ontario Legislature. Less widespread changes were made in the labour laws of Quebec and New Brunswick.

ONTARIO

The Legislature of Ontario at its 1950 session from February 16 to April 8 passed a new Labour Relations Act. It replaces a 1948 Act under which regulations were made adopting the federal Industrial Relations and Disputes Investigation Act as law in Ontario. Without making any changes in principle from its predecessor, the new Act differs from it in certain important respects. The Ontario Labour Relations Board is given new powers which were formerly exercised by the Minister of Labour—the power to authorize prosecutions for violations of the Act and the power to deal with applications for conciliation services. The Act also makes it mandatory on the Board to order a representation vote where a trade union can show that it has as members 45 per cent of the employees in the bargaining unit.

A new Silicosis Act, to come into effect on Proclamation, will require persons engaged in occupations other than mining in which there is exposure to silica dust to undergo a medical examination and hold health certificates. Amendments, chiefly of an administrative nature, were made to the Workmen's Compensation Act.

Collective Bargaining and Conciliation of Disputes

The Labour Relations Act, 1950, which came into force on September 1, 1950, replaces the Labour Relations Act, 1948, under which Part I of the federal Industrial Relations and Disputes Investigation Act was made applicable to undertakings within the legislative jurisdiction of the Province of Ontario (L.G., 1948, p. 1255; 1949, p. 186). Between 1944 and 1948 legislation applying the provisions of the Wartime Labour Relations Regulations (P.C. 1003) was in effect in the Province. Thus, the new law will be the first peculiarly Ontario legislation dealing with labour relations for some six or seven years and, as stated in the explanatory note to the Bill, "is based on the experience gained in

the administration of the several labour codes which have been in effect from time to time in Ontario."

The new Act parallels the 1948 Act in its general provisions. It safeguards the right of association, defines and prohibits unfair labour practices, sets out a definite procedure for certification of trade unions as bargaining agents for employees; requires an employer and a certified trade union to bargain in good faith and endeavour to reach an agreement; provides for the appointment of conciliation officers and boards if bargaining is unsuccessful; prohibits strikes and lockouts during the life of a collective agreement and in other disputes until after conciliation procedure has been followed and seven days have elapsed after a conciliation board's report; requires all agreements to contain a provision for final settlement of differences concerning its interpretation or violation and provides penalties for offences under the Act. There are, however, some significant differences in the two Acts and these are noted below.

Differences from 1948 Act

The new Act transfers to the Labour Relations Board the power formerly held by the Minister of Labour to deal with requests for conciliation services and to grant or deny applications to prosecute. A trade union will now be able to obtain a representation vote by showing that it has a membership of not less than 45 per cent of the employees in an appropriate bargaining unit, instead of over 50 per cent of the employees in the unit. The Act lays down specific conditions under which unions may be decertified. An arbitration clause is set out in the Act which automatically becomes part of any agreement lacking such a provision. The Minister has power, upon the recommendation of a commissioner, to order the reinstatement of an employee discharged contrary to the Act, and it is no longer necessary for the employee to institute a prosecution in order to obtain compensation for being unlawfully discharged. Several amendments were made

in the Bill when it was given second reading by the Legislature. The House rejected almost a dozen other amendments proposed by Opposition members.

Application

The Act does not apply to domestic servants in private homes, persons employed in agriculture, horticulture, hunting or trapping, teachers, policemen, or full-time fire fighters. Members of the architectural, dental, engineering, legal or medical professions, and managers, superintendents, or persons who exercise managerial functions or who are employed in a confidential capacity in matters relating to labour relations are not deemed employees under the Act. The Bill, as introduced, followed the 1948 Act in excluding municipalities and their employees unless a municipality declared the Act to apply. However, the Legislature reversed this provision so that municipalities are to be included unless they declare the Act not to apply.

Administration

The Ontario Labour Relations Board composed of a chairman and four other members equally representing employers and employees is continued. As introduced, the Bill provided for a chairman and either two or four other members. The powers and duties of the Board include the authority to deal with applications of trade unions to represent employees in collective bargaining and to certify unions, to conduct representation votes upon the employer's premises during working hours, to summon and enforce the attendance of witnesses and compel them to give evidence on oath, and to procure documents, and to accept such evidence as it may deem proper, whether admissible in a court of law or not. Under new powers laid down in the Act, the Board may deal with applications for conciliation services and permit prosecutions in the courts (powers which, under the former Act, were vested in the Minister); bar an unsuccessful applicant for certification, or for a declaration that a union no longer represents the employees, from filing a new application for a period not exceeding 10 months; require employers to keep posted in a conspicuous place any notices which it deems necessary to bring to the attention of the employees concerned in connection with any proceedings before the Board; enter and inspect premises; and administer oaths.

Certification

Several important changes were made in connection with certification proceedings.

When a trade union applies for certification as bargaining agent for a unit of employees, the Board must first determine the unit that is appropriate for collective bargaining (which must consist of more than one employee), and, by examining the union's records and those of the employer, must ascertain the number of union members in the bargaining unit. In cases where the union has a membership of between 45 and 55 per cent of the employees in the unit, a vote is compulsory. Where the Board finds that over 55 per cent are members of the union, it may certify the union without a vote, although a vote may be taken at the Board's discretion.

Where a representation vote is taken, the Board must certify the union as bargaining agent if it obtains more than 50 per cent of the ballots of all those eligible to vote. Employees who are absent from work during voting hours and who do not cast their ballots will no longer be counted as eligible voters.

A further section enables the Board to grant certification without a vote where it is satisfied that over 50 per cent of the employees in the unit are members of the union and that the true wishes of the employees are not likely to be disclosed by a representation vote.

Like its predecessor, the new Act forbids the certification of company-dominated unions. It declares specifically that the Board may not certify a trade union if any employer or employers' organization has participated in its formation or administration or has contributed financial or other support to it. Any agreement into which such a union enters will not be deemed a valid collective agreement under the Act. The 1948 Act forbade the certification of a trade union, the administration, management or policy of which was, in the Board's opinion, dominated by an employer or influenced by an employer so that its fitness to represent employees for collective bargaining was impaired.

Guards are not allowed to join and affiliate with trade unions but may have an association of their own for bargaining with their employers. The Act states that persons employed as guards to protect the property of their employers must not be included in a bargaining unit with other employees, and no trade union may be certified as bargaining agent for a unit of guards if it admits to membership, or is affiliated with an organization which admits to membership, persons other than such guards.

Negotiation of Collective Agreements

The procedure for negotiation of a collective agreement is in general the same as under the former Act. A new section provides that the trade union must be represented during negotiations by a bargaining committee of employees of the employer who are in the bargaining unit (or, as the section was amended by the Legislature, in the case of bargaining between a union and an employers' organization, of employees of one or more members of the employers' organization who are in the bargaining unit), and the committee may include one or more officers or other representatives of the trade union.

The new legislation, like the 1948 Act, requires the giving of 20 days' notice to commence bargaining. Where the 1948 Act allowed either party to apply for conciliation at any time, the new Act sets a minimum of 50 days (30 days after the 20 days' notice to bargain has expired) before either party may apply for conciliation services, unless the Board is satisfied that no progress in bargaining is being made and that the parties have exhausted their efforts to agree. In such case, notwithstanding that the 50-day period has not elapsed, the Board may grant the joint request of both parties or the request of either of the parties for conciliation services.

Contents of Collective Agreements

Several new sections relate to the contents of a collective agreement. It must now be specifically provided in every agreement that the trade union which is a party to the agreement is recognized as the exclusive bargaining agent of the employees in the unit. A provision that there will be no strikes or lockouts during the life of the agreement must also be written into all future agreements. Either of these provisions may be added to an agreement by the Board at any time on the application of either party.

The Act provides further that every agreement must contain a provision for the final and binding settlement by arbitration, without any stoppage of work, of disputes which may arise from the interpretation, application, administration, or alleged violation of the agreement, *including any question as to whether a matter is arbitrable*. The italicized words are new.

Under the 1948 Act, if a collective agreement lacked a provision for final settlement of such differences "by arbitration or otherwise" the Labour Relations Board, on the application of either party, could prescribe one. In order to avoid the delay incidental to such an application, the

present Act sets out a clause which will automatically become part of every collective agreement which lacks such a provision. It provides for the appointment of a three-member arbitration board whose decision is final and binding upon the parties. This clause may be modified by the Board at the request of either party which considers it unsuitable, and the Board is also given power to change the arbitration provision which the parties themselves write into the agreement if it considers it inadequate.

A new provision states that an agreement made between an employers' organization and a trade union is binding on each of the employers individually, and if any one of the group of employers ceases to be a member of the organization he will continue to be bound by the agreement until its term expires.

A collective agreement made before or after the effective date of the Act will be binding on the employer and on the trade union that is a party to the agreement *whether or not the trade union is certified* and upon the employees in the bargaining unit defined in the agreement. The 1948 Act provided that an agreement made by a *certified* bargaining agent was binding on the bargaining agent, on every employee in the bargaining unit, and on the employer.

The section of the 1948 Act permitting collective agreements to contain a provision requiring, as a condition of employment, membership in a specified trade union, or granting a preference of employment to members of a specified trade union, was re-enacted with the addition of the words "or requiring the payment of dues or contributions to such trade union". It might be noted here that an Opposition amendment to insert in the Act provisions for a voluntary revocable check-off of union dues was not accepted by the Government on the ground that union security was a matter for collective bargaining rather than for legislation. Further, in the section summarized above, "membership in a specified trade union" was changed to "membership in the trade union that is a party to the agreement".

A similar change was made in the succeeding subsections which permit collective agreements to contain provisions (1) allowing an employee who is a union representative to attend to the business of the trade union during working hours without deduction of wages, or (2) permitting the trade union to use the employer's premises for union purposes without payment. In each case the union is restricted to "the trade union that is a party to the agreement". A provision permitting the employer

to provide free transportation to representatives of the trade union for collective bargaining purposes was omitted.

The 1948 Act declared invalid any provision in an agreement which required an employer to discharge an employee because of membership in or activity on behalf of a union other than a specified union. Under the new Act, an employer is forbidden to discharge an employee who is expelled or suspended from membership in the union that is a party to the agreement solely because he is a member of another union.

A collective agreement will be deemed invalid if it discriminates against any person because of his race or creed. This is a new provision.

Each party to a collective agreement must file one signed copy of the agreement with the Board. The requirement that the copy must be signed was added to the Act in passage.

Every publication dealing with the relations between employers or employers' organizations and trade unions or employees must bear the names and addresses of its printer and publisher.

Revocation of Certification

The Act sets out the procedure under which unions may be decertified. If a union does not make an agreement with the employer within a year after it is certified, any of the employees in the unit determined in the certificate may apply to the Board for a declaration that the union no longer represents the employees in the unit.

Where there is an agreement, and it is for a term of one year, any of the employees may apply for such a declaration but only after the agreement has been in effect for 10 months. If the agreement runs from year to year and neither party gives notice of termination or of its desire to bargain for renewal or a new agreement, application may be made at the expiration of 10 months of each year that the agreement continues in effect. Similarly, in the case of an agreement for a term of more than a year, application may be made during the two-month period at the end of each year that the agreement is in operation or not more than two months before the agreement ceases to operate.

In order to obtain a declaration terminating bargaining rights, a majority of the employees must signify in writing that they no longer wish to be represented by the trade union, after which the Board must order a representation vote. If more than 50 per cent of those eligible to vote cast their ballots in opposition to the union, the Board must make a declaration that the trade union no longer represents the

employees in the bargaining unit, and any collective agreement binding upon the employees in the unit will cease to operate. Absent employees are not counted as being eligible to vote.

The Board may at any time revoke the certification of a trade union which it finds has obtained a certificate by fraud.

Provision is made also for termination of bargaining rights for failure to give notice. If a union fails to give the employer notice within 60 days after certification, or if neither party gives notice within two months before a collective agreement ceases to operate of a desire to negotiate for its renewal, with or without changes, or its replacement by a new agreement, the Board may, on the application of the employer or of any of the employees, and with or without a representation vote, declare that the union no longer represents the employees. The same holds true for failure to bargain. If a union that has given notice or received notice does not begin bargaining within 60 days, or having begun negotiations but before the Board has granted conciliation services allows 60 days to elapse without trying to bargain, the Board may decertify the union, with or without a vote.

Where notice has been given by either party to an agreement after the expiration of 10 months of its term of its desire to bargain, and the Board has granted conciliation services, no application for certification or decertification of a bargaining agent of any of the employees in the bargaining unit may be made after the agreement ceases to operate or after the request for conciliation services is granted, whichever date is later, unless following the request an agreement has been entered into between the parties and has operated at least 10 months, or in the case of an application for decertification, where no agreement is reached, until at least 12 months after the granting of the request.

Unlawful Strikes

New provisions have been inserted regarding unlawful strikes. Unions are prohibited from calling or authorizing, and their officers and agents from counselling, procuring, supporting or encouraging, unlawful strikes, and there is a similar prohibition of unlawful lockouts. If a union calls or authorizes a strike which the employer concerned alleges to be unlawful, he may apply to the Board for a declaration that the strike is in fact unlawful, and the Board may make such a declaration. Similarly, a union or group of employees may apply for a declaration that a lockout is illegal. As introduced, the Bill further provided that if the Board made such a declaration, it

could withdraw its services from the union or from its parent organization or subordinate branches or from the employer or employers' organization so long as the illegal strike or lockout continued. This provision, however, was deleted in passage.

Unfair Labour Practices

Several minor changes were made to the unfair labour practices section. It is now provided that nothing in the Act must be deemed to authorize a person to attempt to persuade an employee during working hours at his place of employment to become or refrain from becoming or continue to be a member of a trade union. Under the former Act, the soliciting of union membership on the employer's premises during working hours was prohibited unless the consent of the employer was obtained.

The Act prohibits employers, employers' organizations or persons acting on behalf of either to impose any condition in a contract of employment or *propose the imposition of any condition in a contract of employment* that seeks to restrain an employee or *a person seeking employment* from becoming a member of a trade union or exercising any other rights under the Act. The italicized words are new.

Deleted from this section is the provision which forbade an employer to deny to an employee any pension rights or benefits to which he would otherwise be entitled by reason only of his ceasing to work as a result of a lockout or strike which takes place after the procedure prescribed in the Act for the settlement of disputes has been complied with, or by reason only of dismissal contrary to the Act.

Enforcement

To inquire into a complaint that a person has been refused employment, discharged, discriminated against, intimidated or otherwise dealt with contrary to the Act, the Minister may appoint a conciliation officer. If he fails to settle the matter, the Minister may then appoint a commissioner with powers similar to those of conciliation boards to summon witnesses and enter and inspect premises. If the commissioner finds that the complaint is supported by the evidence, having given the parties full opportunity to present evidence and make submissions, he must recommend to the Minister the course which he thinks should be taken, which may include a recommendation for the reinstatement of the employee, with or without compensation for loss of earnings and other benefits. The Minister must thereupon make whatever order he deems necessary to put the commissioner's

recommendations into effect, and the order must be complied with.

Under the former Act, the Minister could, on complaint, appoint an Industrial Inquiry Commission to investigate any alleged violation of the Act and its report had to be considered by the Minister in granting or refusing consent to prosecute. Under that Act, a court or magistrate which found an employer guilty of having suspended or discharged a worker contrary to the Act could order him to reinstate the employee and to pay him compensation for the loss of his employment.

As under the former Act, offences are punishable by fines on summary conviction. However, fines are not provided for each specific offence. For failure to comply with any provision of the Act or a decision, order, declaration or ruling made under the Act, a fine of not more than \$100 a day may be imposed on an individual, and not more than \$1,000 a day on a corporation, trade union or employers' organization. As introduced, the Bill provided for greatly increased fines—\$500 a day for an individual and \$5,000 a day for a corporation, trade union or employers' organization but these were reduced in passage.

Rights of Labour Act

An amendment to the Rights of Labour Act which also came into force on Proclamation on September 1, substitutes Labour Relations Act, 1950, wherever mention is made of the Labour Relations Act, 1948. A new subsection provides that nothing in the Act must be construed to prevent or otherwise affect the prosecution of a trade union or one of its members under the Labour Relations Act, 1950.

Workmen's Compensation

An amendment to the Workmen's Compensation Act provides that, in the case of the death of a workman, compensation will be payable to his invalid child until the child recovers or dies. This is the same as a provision in the Manitoba and British Columbia Acts. Previously, compensation was payable only so long as the Workmen's Compensation Board considered that the workman, had he lived, would have continued to support his child.

A public library board is now specifically included in the municipal corporations, public utilities or other commissions or boards, boards of trustees of police villages, other than rural school boards, to which the provisions of Part I are applicable. Public library boards, like other municipal boards or commissions, are in Schedule II of the Act under which employers are individually

liable to pay for compensation and medical aid to their workmen for accidents as they occur.

The Board is authorized to consolidate and revise the Schedules of the Act in the form of regulations and to delete the Schedules from the body of the Act. These regulations have recently been issued and are summarized elsewhere in this GAZETTE (p. 1701). The Board is empowered, with the approval of the Lieutenant-Governor in Council, to declare any disease to be an industrial disease and to amend Schedule 3 accordingly. Several other minor changes were made chiefly to clarify the Act.

Three Private Members' Bills to amend the Act were defeated. One would have reduced the "waiting period" from seven to three days.

A 1949 amendment increased compensation for disability from 66½ to 75 per cent of earnings but provided that the higher rate should be payable only in respect of accidents occurring after January 1, 1950. The second Bill would have eliminated this restriction by providing that the higher rate would apply to all compensation payments accruing after January 1, 1950, whether the accident happened before that date or not.

The third Bill provided for annual X-ray examinations of workmen exposed to silica dust and, where any lung injury was discovered, for an examination every two months thereafter. Any disability suffered by such workman which could be attributed to silicosis was to be deemed to be due to silicosis and any chronic lung disease was to be deemed an industrial disease arising out of his employment.

Prevention of Silicosis

A new Silicosis Act, to come into force on Proclamation, prohibits the employment of a person in industrial operations other than mining which involve exposure to silica dust unless he is the holder of a health certificate. A similar section in the Mining Act since 1928 requires a medical examination for silicosis at least once a year for workmen employed underground in a mine, in ore- or rock-crushing operations or at certain locations at the surface of a mine where there is danger from dust exposure.

An employee engaged in an industrial occupation involving silica exposure may be required by the Minister to whom the administration of the Act is assigned to have a medical examination at any time. The fee for the medical examination must be paid by the employer. The Minister

may exempt an industrial process involving silica exposure in part or in whole from the provisions of the Act and the regulations where, in his opinion, the circumstances warrant this action. A penalty of not less than \$10 and not more than \$100 may be imposed for contravention of the Act or regulations.

Regulations may be made by the Minister, with the approval of the Lieutenant-Governor in Council, to define silica exposure, prescribe medical examinations of employees, set out the fees to be paid and the form of reports to be made in connection with the examination, provide for the issue, renewal, suspension and cancellation of health certificates of employees and to prescribe the form of the certificates, their custody and use. The regulations may be general in their application or may be applicable to a particular locality or industry.

The Act repeals a Silicosis Act of 1929 which was never proclaimed in effect. This Act would have prohibited a person from being employed in the cutting, polishing or finishing of granite who did not hold a medical certificate stating that he was medically fit to be employed in these occupations.

Municipal Firemen and Policemen

Similar amendments were made to the sections in the Fire Departments Act and Police Act governing collective bargaining and arbitration of disputes and provision was made for pension plans of a wider type than those specified previously (L.G., 1949, p. 1000).

By an amendment made to either Act in passage, every collective agreement, decision or award must remain in effect until the end of the year in which it comes into force, after which it will remain in effect until replaced by a new agreement, decision or award. Collective bargaining proceedings for a new agreement may be begun at any time by either party to the original agreement. Formerly, it was merely stated that nothing in the Act required the continuance in force of any agreement, decision or award for more than one year.

Collective bargaining negotiations may now be for the purpose of determining pensions as well as wages and working conditions of the members of a police force and a fire department. When a request for collective bargaining involves pensions under a pension plan established under the Municipal Act, notice of the request must be given to the Department of Municipal Affairs which may determine the maximum

pension benefits which may be included in any agreement, decision or award with respect to such pension plans.

The requirements of the pension plan which must be met before a provincial subsidy can be paid have been modified. The municipality must now contribute not less than five per cent of the amount of the salaries of the members participating in the plan. Formerly, the joint contributions of the members and the municipality were required to equal or exceed ten per cent of their salaries, with the contribution of the municipality equalling or exceeding the contributions of the members.

The section was repealed which stated that where a municipal council failed to bargain in good faith with a bargaining committee, on the written request of a majority of a fire department or police force, or of their organization when not less than half of either class belong to an organization, the Lieutenant-Governor in Council might withhold any grant payable to the municipality out of provincial funds. When the municipal council provided for the making of the expenditures involved, the withholding order might be revoked, subject to any conditions deemed advisable.

Health of Employees in Labour Camps

An amendment was made to the Public Health Act respecting medical, surgical and hospital care and treatment of employees engaged in lumbering, mining and railway construction camps and works in unorganized territory where sickness or accident is not associated with employment.

The regulations, which have been issued under the Act, require an employer to provide medical, surgical and hospital treatment and maintenance for his workmen while they are under treatment. For this purpose the employer may enter into a contract with a legally qualified physician, and during the term of the contract he may deduct from wages a sum not exceeding \$1 per month. The amendment to the Act enables regulations to be made authorizing a deduction not exceeding \$1.50 a month for this purpose.

Pensions

An amendment to the Public Schools Act authorizes school boards, by resolution approved by the Minister of Education, to provide pensions for their employees other than teachers or inspectors by an arrangement under the Government Annuities Act (Canada) or with an insurer licensed under the Insurance Act. The school board must make deductions from the wages of the employee and make its own contributions

as required by the resolution. Previously, the board could establish a pension fund for its employees under the management of a board which arranged for contributions to the fund and payments from it.

A new section authorizes school boards, by resolution and on the approval of the Minister, to set up systems of sick leave credit gratuities and payments for the regular attendance of employees.

Any pension scheme or system of sick leave credits which is already in effect and which conforms to these amendments to the Act is validated.

Housing

The Housing Development Act, 1948, was amended to empower the Minister of Planning and Development to enter into an agreement with the Government of Canada to undertake joint housing projects. The Lieutenant-Governor in Council may set up corporations with the powers and duties necessary to carry out the terms of an agreement. Under the National Housing Act (Canada), the Federal Government will pay 75 per cent and the provinces the remainder of the cost of such housing projects. Municipalities may contribute to the provincial share of the cost and participate in implementing such joint projects.

Bills not Passed

Five Bills seeking to amend the Hours of Work and Vacations with Pay Act failed to pass. In these were included proposals to reduce the maximum weekly hours of work to 40 without reduction in weekly pay; to limit overtime to eight hours in a week and 100 in a year; and to require payment at the rate of time and one-half for overtime. Two Bills would have provided for two weeks' vacation with pay instead of one, and another would have provided for one week's vacation with pay after one year's employment and two weeks after two or more years' employment, with vacation credits of 2 per cent during the first year and 4 per cent during the second or each subsequent year.

Three Bills respecting Fair Employment Practices would have forbidden employers to discriminate in advertisements or application forms for employment, to refuse to hire any person, or to discharge any person, because of race, colour, religion, national origin or ancestry.

A proposed amendment to the Minimum Wage Act sought to establish a minimum wage of 75 cents an hour for all workers except apprentices.

A Bill respecting Equal Pay for Equal Work would have prevented employers

from paying women employees lower wage rates than are paid to men for the same type of work.

An amendment to the Mothers' Allowances Act would have raised from 16 to 18 years the age to which an allowance may be paid for a child who is continuing his education.

QUEBEC

Little legislation of labour interest was passed by the Quebec Legislature in its session from February 15 to April 5. A new Act prohibiting the affiliation of unions of municipal firemen and policemen with other associations was passed.

Firemen and Policemen

By an Act Respecting Public Order, firemen's and policemen's unions will not be able to affiliate outside of their own municipality nor may they include workers of any other category. The Act provides that any association which admits to its ranks members of a municipal police force or persons who are at the same time members of a municipal fire department and police force will not be qualified to negotiate or be a party to a collective agreement nor will it be recognized by the Quebec Labour Relations Board as representing a group of employees if the union is not exclusively composed of employees of the same category and in the service of the same municipal corporation, or if it is affiliated with another association.

As regards salaries and working conditions, a subsisting collective agreement made between a firemen's or policemen's association and a municipal corporation will remain in force for the duration of its term if less than two years or for two years from the signing of the agreement.

Municipal and School Corporations

The section in the Act respecting Municipal and School Corporations and their Employees (L.G., 1949, p. 612) has been deleted which provided that a collective agreement entered into by a municipal or school corporation and its employees or an arbitration board decision regarding such corporation and its employees should not be interpreted so as to interfere with the jurisdiction of municipal corporations concerning the closing of certain establishments at fixed hours and days nor so as to hinder, directly or indirectly, the exercise of this jurisdiction.

Masters and Servants

An Act was passed to repeal the provisions of the Cities and Towns Act and

of the charters of the cities of Montreal and Quebec which authorize municipal councils to make by-laws to regulate the duties of masters towards apprentices, journeymen, servants, domestics and labourers and of the latter towards their masters. Any regulations adopted previously under the rescinded provisions will be void.

Housing

An Act "to promote the settlement of the housing problem" was passed, similar to Acts passed this year in other provinces, which enables municipalities to take advantage of amendments made in 1949 to the National Housing Act, 1944 (Canada). The Government of Quebec is empowered to enter into an agreement with the Government of Canada for carrying out legislative provisions or measures relating to the housing problem. As provided for under the National Housing Act, the federal Government will pay 75 per cent and the Province 25 per cent of the cost of approved housing projects. Municipal corporations are authorized to participate with the Quebec Government in carrying out any agreements. The Lieutenant-Governor in Council, on the recommendation of the Quebec Municipal Commission, may authorize any municipal council to borrow whatever sums are necessary to defray the expenses incurred in carrying out the agreement.

By an amendment made to legislation passed at the 1948 session to facilitate the building of homes (L.G., 1948, p. 1267) the Government is authorized to spend an additional \$5,000,000 for the purpose of paying interest in excess of two per cent on loans made for the building of new homes, such homes to be not more than two-unit dwellings.

Credit Unions

A 1947 Act to contribute to the success of credit unions authorized the Lieutenant-Governor in Council to grant, on conditions he may determine, to any federation of peoples' savings banks, commonly called "Caisses Populaires Desjardins" formed under the Quebec Co-operative Syndicates Act, or to any group of such federations, subsidies not exceeding a total of \$90,000 a year during a period of three years. This period has, by an amendment, been extended to seven years.

Miscellaneous

An Act which came into force on July 19 provides for the setting up of social welfare courts. Among the matters which will come under the jurisdiction of the new courts will

be appeals from decisions of the Quebec Old Age Pensions Commission refusing an application for an old age pension, and infringements of municipal by-laws committed by children under 18.

NEW BRUNSWICK

At the 1950 session of the New Brunswick Legislature from March 7 to April 28 very little legislation of interest to labour was enacted. A law to provide for the regulation by municipal by-law of closing hours of shops replaces a similar statute of 1939. An Act to enable municipalities to provide pensions for their employees was passed.

Early Closing of Shops

A new Early Closing Act, which enables municipal councils to make by-laws fixing the hours for closing of shops, replaces an Act of 1939 without substantial change. The Act continues in effect all by-laws under the former statute.

The council of any city, town, village or municipality is empowered to make by-laws requiring that during the whole or any part of the year retail establishments must be closed and remain closed on any day of the week between the hours specified in the by-law or during part or the whole of a holiday. However, the by-law may permit one or more of such shops, when designated by an official named by the municipal council, to remain open for the convenience of the public on such days and for such hours as may be specified.

A council may pass by-laws on its own motion or on petition of a representative proportion of the persons engaged in any class of retail trade or in barbering or hairdressing. A penalty of not more than \$40 or, in default of payment, of a term of imprisonment not exceeding two months is provided for violation of any by-law made under the Act.

The new Act omits a provision of the former statute which provided that penalties were to be recovered or enforced under the Summary Convictions Act and to be paid to the treasurer of the municipality.

Municipal Employees' Pensions

The Municipal Employees Pension Act was passed to empower a municipality to adopt a pension or superannuation plan for its permanent employees by by-law approved by the Minister of Education and Municipal Affairs.

A municipal superannuation fund may be established and the municipality may arrange for contributions by the permanent

employees to the fund. The municipality may contract with a licensed insurer for the payment by the insurer of the pensions provided for in the plan and for the payment by the municipality to the insurer of the premiums specified in the contract.

From the effective date of the plan the municipality may deduct from the salary of each permanent employee the amount of his contribution to the fund or towards payment of the premium, pay its contribution into the fund and the amount collected from the employees, pay a pension or superannuation allowance to former permanent employees, and assess and levy annually a sum sufficient for its annual contribution to the fund and for the expenses of administration of the plan.

Vocational Education

The loans which may be raised by the Lieutenant-Governor in Council to reimburse vocational committees for expenditures on buildings used for vocational education purposes have been raised from \$1,125,000 to \$4,000,000.

An Act was passed to empower the Lieutenant-Governor in Council to spend a sum not exceeding \$18,000 to acquire buildings for the New Brunswick Technical Institute in Moncton and to purchase equipment for vocational education.

Housing

As has been the case in other provinces this year, a housing Act was passed, entitled the Joint Project Housing Act, to enable the Government of New Brunswick to enter into an agreement with the federal Government respecting joint housing projects. The Act is similar to the Quebec Act noted above. A city, town or incorporated village may make an agreement with the Provincial Government for its participation in such joint housing projects.

Credit Unions and Co-operative Associations

A new subsection added to the Credit Union Societies Act provides that every credit union will have a lien on the shares and deposits of a member for any debt due to it by a member and may use any sum which is credited to the member as payment or part payment of the debt. Security is now required on all loans to credit union members in excess of \$200, instead of \$100, as before. A further amendment adds to the section which enumerates the purposes for which a credit union may be incorporated "to invest in Federations incorporated under The Credit Union Federations Act". The provision

which allowed credit unions to invest in the snares of a building or loan association was deleted.

A new section added to the New Brunswick Co-operative Associations Act, 1946, empowers an association to establish and maintain by itself or jointly with another co-operative organization a pension plan for employees of the association. For this purpose the association may make contributions and by by-law provide for the com-

pulsory deduction of contributions from the salaries of employees.

Guides

A person desiring a guide's licence is still required to be registered as a guide with the Minister of Lands and Mines and to pay an annual licence fee, by a new Game Act which replaces a statute of 1921. Camp helpers are also required to obtain a licence from the Minister.

Recent Regulations Under Dominion and Provincial Legislation

Important new safety regulations were issued in both Quebec and Alberta. The protection of workmen and of the public in construction yards is the object of special regulations under the Quebec Industrial and Commercial Establishments Act, and in Alberta regulations have been issued to promote safety in and around quarries. Ontario has revised and consolidated the regulations made under the Workmen's Compensation Act. In British Columbia, the trade of refrigeration has been brought under the Apprenticeship Act.

DOMINION

Canada Shipping Act

The pilotage by-laws for the district of Montreal were amended by an Order in Council (P.C. 3206) made on June 28 and gazetted July 12.

The section dealing with the licensing of apprentice pilots was amended to provide that an applicant accepted and placed on the list after January 1, 1950, may not be granted a licence if he is under 18 or over 22 years of age. Formerly, the age limit for an apprentice's licence, with certain exceptions, was 25 years. It is now provided that an application from a candidate for an apprentice pilot's licence will not be accepted unless the candidate is a Canadian citizen, instead of a British subject. He must, as formerly, be a resident of Canada at the time of making application.

The service which the apprentice must do in each year of apprenticeship has been increased. He is now required to make, in the company of a licensed pilot, at least 40 trips between Montreal and Quebec, five trips into Sorel, five trips into Three Rivers and 20 movages.

The age limit for a pilot's licence has been lowered from 40 years to 35, except that where an applicant's name was on the list of applicants to become apprentices before January 1, 1950, he is eligible to be granted a pilot's licence until he is 40.

Eyesight and hearing tests are now required to be taken by every pilot and apprentice pilot upon entry into the pilotage service and every fifth year thereafter until he reaches the age of 50. These examinations were formerly required annually. After 50 years of age, a pilot is required to have these tests every second year. As before, the licence of any pilot or apprentice pilot who fails to pass such examinations will be suspended. A pilot over 65 years who may be granted a temporary licence must pass such hearing and eyesight examinations.

PROVINCIAL

Alberta Government Liquor Control Act

The restrictions on the employment of women and boys in licensed premises are continued by the new regulations (803-50) made by the Alberta Liquor Control Board on June 27, gazetted on July 15. The former regulations are rescinded.

As before, no person under 21 years may be employed in connection with the sale, handling or serving of beer or liquor in any licensed club, canteen or hotel, nor, except on written permit from the Board, may any female other than a licensee or the wife of a licensee be so employed in or about that portion of any hotel premises licensed for the sale of beer.

Alberta Quarries Regulation Act

The first regulations have been issued by an Order in Council (918/50) gazetted July 31, under the Quarries Regulation Act which was passed at the 1950 session of the Legislature. The regulations provide for the appointment of managers, foremen and blasters and fix their duties, and prescribe minimum safety precautions for blasting operations, for machinery used in the quarry, for storing explosives, for the prevention of the accumulation of dust or water in the quarry and other matters.

A quarry must be under the control and direction of a manager who may be either the owner or his appointee. A foreman for each shift must be appointed in writing by the manager to supervise continually all operations at any open pit or excavation. At least once during each shift the foreman must make a safety inspection of the quarry, enter a report of the inspection in a book kept for the purpose and post a copy of the report in a conspicuous place at the quarry.

To supervise all work in connection with drilling and blasting operations the manager must appoint a blaster who must hold a blaster's certificate. A blaster's certificate may be granted by an inspector to a person over 21 years of age who understands working directions and warnings in English and who has had at least six months' experience under the supervision of a blaster. Each certificate will expire on the 31st of July following the date of issue and may be renewed at the discretion of the inspector. If a blaster is found to be incompetent or guilty of any dangerous practice or improper conduct, the Director of Mines may suspend or cancel his certificate.

The manager may also act as foreman or blaster or both if, in the opinion of the inspector, the nature of the quarrying operations and the size of the quarry are such that he can properly carry out these other duties. A person may not act as manager of more than one quarry, however, without the permission of the Director. The Director must be notified in writing within 10 days of the appointment of a manager, foreman or blaster.

The blaster is given specific responsibility for seeing that blasting can be safely carried out and that the place is safe before work is resumed. He must supervise the care and use of explosives, examine every shot hole before explosives are loaded into it, personally fire all shots, see that all persons are out of danger from possible effects of a shot, and keep a daily record

showing the number of shots fired, the amount of explosives used and the number of misshots occurring.

Detailed safety provisions are set out for drilling and blasting operations including proving and cleaning the drill hole, setting the fuse and firing the charge. All shots must be fired electrically and the firing lines and leading lines must be in good condition and of adequate length to insure the safety of the blaster. A blaster must not enter or allow other persons to enter the places where the charges have been fired until he has disconnected the cables from the blasting battery or has pulled out and locked the switches of the blasting circuit.

Regarding the care, storage and transportation of explosives, the regulations stipulate that no magazine may be maintained on quarry property unless the inspector has given written approval of its structure and location. The magazine must be so constructed and guarded by mounds of earth as to insure safety against explosion. It is forbidden to leave uncased explosives in a magazine, and cases containing explosives must only be opened with wooden or other non-metallic instruments. They must not be opened in the magazine. On every package of explosives there must be printed the name and business of the manufacturer, and the strength and date of its manufacture.

Vehicles used to transport explosives must display a sign marked "Danger-Explosives". The driver is required to exercise the greatest precaution and no unauthorized person may ride on the vehicle. Explosives must be covered with tarpaulin in open vehicles and kept away from detonators and any exposed metal while being transported. Explosives taken into the quarry must not exceed the amount needed for 24 hours. Detonators and explosives must be stored in separate boxes in the quarry. Storage boxes must be kept locked and clearly marked to indicate danger.

Workmen are forbidden to take a naked light into or to smoke in a magazine or other place where explosives are kept. Frozen explosives must not be used. The owner must provide a proper thawing apparatus and regulate conditions under which thawing will take place.

Electrical equipment in or about a quarry must be installed and maintained in accordance with the provisions of the Canadian Electrical Code of the Canadian Standards Association, but where its provisions conflict with the regulations the latter will apply.

With regard to safety precautions in connection with machinery, the regulations

require all exposed dangerous parts of machinery, equipment, appliances and plant to be kept fenced securely. All machinery and quarrying and loading equipment must be maintained in a safe operating condition and must be inspected by a competent person, appointed by the manager for the purpose, at least once in every 24 hours. A signed report of each inspection must be made. Operators of shovels, drag-lines, tractors, hoists or derricks must be provided with efficient warning devices and when this equipment is used during darkness it must be equipped with efficient headlights. Persons are forbidden to get on or off drag-lines or shovels while in motion or travel on hoists or derricks. Operators of loading shovels must swing the dipper over the body of the truck and never over the cab.

No person must be permitted to work near the face of a quarry until it has been examined by the foreman and all hazards removed. No part of the face or walls of a quarry may overhang, and any doubtful or overhanging pieces must be barred down or otherwise made safe. Employees must be kept constantly on the alert for slides or falling material. If, in the opinion of an inspector, the face of a quarry is too high, he may order that the face shall be worked in benches. Where men have to work or climb on the face of a quarry above the floor or bench level, safety ropes and belts must be provided and used when necessary. Runways must be provided on the sides of a quarry at suitable intervals for the safety and convenience of persons employed who are required to enter and leave the quarry.

Special provisions are also set out for working in clay, sand and gravel or other types of friable or unconsolidated material, and for drilling a well on quarry property for the purpose of exploring or drilling for petroleum, natural gas, salt or other mineral.

Where dust is produced by drilling, the drill must be equipped with a water jet, spray or other appliance of a type approved by the inspector to prevent the escape of dust. Every dusty place where work is being carried on in a quarry must be adequately supplied at all times with water under pressure or other appliances approved by the inspector for laying the dust caused by drilling, blasting or moving material.

No water must be allowed to accumulate in a quarry so as to create a hazard. Every operating quarry must be provided with suitable and efficient machinery for keeping it free from water which might

endanger the lives of persons in the quarry or its vicinity or in an adjoining quarry or mine.

The owner is required to provide a good supply of first-aid material at the quarry and to employ on every shift at least one person who is proficient in rendering first aid. He must also supply a sufficient quantity of safe, fresh drinking water with sanitary appliances for drinking within reasonable access of all workers. A sufficient number of sanitary conveniences according to the number of persons employed must be provided and kept clean.

Persons under the influence of or carrying intoxicating liquor are forbidden to enter a quarry or be in or near any working place or machinery in motion.

When operations are suspended or when a quarry is abandoned, it must be securely fenced on all dangerous sides or other precautions taken at the direction of an inspector.

British Columbia Apprenticeship Act

The trade of refrigeration has been added to the list of trades to which the Act applies, by an Order in Council made on July 14 and gazetted on July 20.

British Columbia Electrical Energy Inspection Act

By a notice gazetted on July 13, the regulations under the above Act which went into effect on June 1, 1950, governing electrical permits and inspection fees will now apply to the southern half of the Province including all the area south of a line parallel to and 10 miles north of the Canadian National Railway line from Prince Rupert to the eastern boundary excluding the Queen Charlotte Islands.

Previously, the regulations applied only to an "L" shaped area south from Prince Rupert to the 53rd parallel and extending eastward between the 53rd parallel and the international boundary to the Kootenay River.

No person in this district may construct, install or alter any electrical work in any premises until he has obtained a written permit from the Inspector of Electrical Energy, on penalty of a fine of not more than \$50 (L.G., 1950, p. 1064).

The regulations, however, do not apply to any municipality which, under a municipal by-law, maintains its own electrical inspection service as authorized under the Electrical Energy Inspection Act.

British Columbia Hours of Work Act

The exemption under which the hours of bartenders, waiters and utility men working a split shift within premises licensed to sell beer may be confined within a 13-hour period instead of the 12-hour limit set by the Act has been continued for an indefinite period by Regulation 34E made on July 6 and gazetted July 13. Four previous Orders permitted this exemption for short periods up to June 30, 1950.

British Columbia Workmen's Compensation Act

A change has been made in the industrial diseases schedule under the Workmen's Compensation Act, effective from July 1, 1950. The new Order was made on June 29 and gazetted on July 6.

Employees who contract tuberculosis in their work where there is contact with tuberculous infection or tuberculous-infected material will be compensated, as before, if they are free from evidence of tuberculosis before engaging in their employment, but they now must also be free from evidence of the disease for six months after engaging in their work. However, when primary tuberculosis, as proven by a negative tuberculin test on employment, develops during the first six months of employment, compensation will be payable.

Public health units of the Provincial Government, of the University of British Columbia, of any municipality or of a school board have now been added to the places of employment where compensation for this disease is payable which include, as formerly, hospitals, sanatoria, clinics and any branch of the Victorian Order of Nurses.

Ontario Hours of Work and Vacations with Pay Act

Amendments have been made to the regulations under the Act respecting employees excepted from the application of the Act and vacation-with-pay stamp books. The amending regulations (O. Reg. 175/50) were issued on August 3 and gazetted on August 12.

Persons under the Dental Technicians Act, 1946, the Nurses Act, 1947, the Public Accountancy Act, 1950, and the Teaching Profession Act, 1944, were added to the list of professional workers excepted from the application of the Act. Persons, students and apprentices in the professions

are excluded from both the hours and vacations provisions of the Act.

Within 10 days of the receipt of an employee's stamp book after he has ceased to be employed, the employer must affix the necessary stamps and return it to the employee. In the case of an employee in the construction industry, the employer is also obligated to return the stamp book within 10 days after an employee who has ceased to be employed presents his book. Where the employee has not ceased to be employed, the stamp book is to be returned with the proper amount of stamps affixed on June 30 of each year.

Ontario Workmen's Compensation Act

A new consolidation and revision of the regulations under the Workmen's Compensation Act has been issued (O. Reg. 154/50), replacing earlier general regulations and incorporating the three schedules which previously formed part of the Act. Schedule 1 lists the industries in which employers are liable to contribute to the Accident Fund; Schedule 2 enumerates the industries in which employers are individually liable to pay compensation and medical aid; and Schedule 3 sets out the diseases under the Act for which compensation is payable and the description of the processes in which they may occur. A 1950 amendment to the Act (L.G., 1950, p. 1693) provided for the deletion of the three schedules from the Act and their re-issue in up-to-date form by regulations. The new regulations were made on June 22 and gazetted on July 29.

In addition to an improvement in arrangement within the schedules, certain changes have been made either for the purpose of clarification or better wording or to add related industries to a class where this has been considered desirable. In several cases an industry has been transferred from one class to another. A few industries are no longer specifically enumerated. No significant changes, beyond improved arrangement, have been made as regards the schedule of industrial diseases. The description is omitted of the processes in which bursitis and dermatitis venenata may be contracted.

The general regulations list the industries excluded from Part I of the Act (the collective liability system); those excluded when carried on in connection with the business of a retail store; and the industries excluded from Schedule 1 in which less than a stated number of workmen are usually employed. With respect to the latter, the group of industries which are excluded where less than

six are employed include logging, operation and maintenance of office buildings or buildings rented for manufacturing, mining, power-laundries, the restaurant business, and window cleaning. A smaller group of industries is excluded where fewer than four workers are usually employed.

Other provisions of the regulations deal with the general rule of interpretation, industry regarded as a unit, speculative building, farming, bankruptcy, posting of information regarding the Act, compensation for tuberculosis, and first-aid requirements.

Several new industries have been added to Schedule 1. Included in the additions are land-clearing and stumping (Class 1) except where less than six workmen are usually employed; manufacturing of plywood (Class 3); pattern-making, manufacturing of hockey sticks, lacrosse sticks, lead pencils, pressed-wood pulleys, skis and toboggans (Class 4); manufacturing of artificial abrasives and artificial graphite (Class 7); die-casting (Class 8); manufacturing of steel tanks (Class 9); manufacturing electric apparatus, appliances or motors, manufacturing washing machines and television sets, heat-treating, erecting wire fences, polishing and buffing (Class 10); aerial-testing or flying by the manufacturers of aeroplanes (Class 11); butchering (Class 14); roasting and grinding coffee and roasting nuts (Class 15); manufacturing purses (Class 16); mixing and delivering ready-mixed concrete, sanding streets or roads (Class 20); bull-dozer operations (Class 21); pointing, weather stripping, installation of commercial refrigeration, and erection of television aerials (Class 24).

Quebec Industrial and Commercial Establishments Act

New special regulations designed to promote the safety of workers in construction yards and to protect the public were issued under the above Act by an Order in Council (No. 828) on July 12 and gazetted on August 19. Construction yards include any place where a building is erected, altered, repaired, rebuilt or demolished.

In general, the regulations state that all necessary measures must be taken to secure the safety of both the public and the employees. The inspector has the right to make any recommendation to the employer which he deems advisable. Before starting operations, the employer must send written notice to the Chief Inspector of

the Labour Inspection Office in the district where the operations are to be carried out of the date on which work is to begin.

All equipment, whether portable or not, including scaffoldings, ladders, cranes, elevators, cables, staircases, etc., must be passed by the inspector who may by written notice order any necessary repairs to be carried out. Before being used in a construction yard the equipment must be examined by a qualified person designated by the employer and repaired if necessary.

Suitable natural or artificial lighting, approved by the inspector, must be maintained on sidewalks, gates, rails, foot-bridges, platforms, scaffoldings and staircases.

Hoists must be made of sound timber or structural steel and erected or demolished only by skilled workers. They must rest on solid foundations, be upright and pillared securely, and be anchored to the building at maximum distances of 25 feet or held by steel cables of at least $\frac{1}{2}$ " in diameter. When required by an inspector, elevators must be provided with doors on each floor which can be opened from the outside only when the car or platform is at the floor level. They must be equipped with brakes of sufficient grip to check the fall of the car or platform. A signal system approved by the inspector must be installed. When an elevator is halted for repairs no person other than the operator may be in the car while it is being taken up and down for trial runs.

Cranes and derricks must rest on supports and pillars to ensure proper distribution of the load. The employer must observe the regulations for the construction of scaffoldings which are found in forms approved by Order in Council under the Scaffolding Inspection Act.

In the construction of structural steel buildings a temporary floor must be erected at every second floor level, made of materials at least 2" thick and 10" wide firmly secured at the ends and without intervals to protect employees working above or below.

Roofs and floors must not be overloaded with materials, debris or machinery so as to be dangerous to the employees. To allow employees to load and unload materials safely floors must be smooth, with no holes, splinters, projecting nails or cumbersome objects which might cause workers to stumble. Floors, steps and landings must never be slippery and must be free of ice in normal conditions. Staircases, rails, elevators or platforms where slipping may constitute a particular danger must be provided with non-skid surfaces.

All temporary buildings must be solidly built in order to avoid all possibilities of collapse.

The regulations require one or more temporary staircases with firmly secured handrails to be built from the cellar to the top of the building. The handrails must be so constructed as to eliminate obstruction or sharp angles liable to loosen the grip. All openings in staircases must be surrounded on three sides by railings.

Hygienic sterilized nails must be used for wood or metal lathing or the laying of all kinds of wall boards.

The construction yard must be fenced in for public safety when operations are carried out less than seven feet from the building line of a public road or when the inspector deems it advisable.

One or more first-aid boxes, the contents of which are to be determined by the inspector, must be kept in each construction yard in a convenient, clean place, easy of access and affording all the facilities necessary for the administration of first-aid. The box must contain simple instructions for emergencies and its contents must be checked at least once a month and any used articles must be replaced immediately. One or more stretchers as determined by the inspector must be put in various places in the construction yard and if, because of the size of the yard, the inspector deems it necessary, the employer must hire a nurse, certificated orderly or doctor.

If there is no running water, a sufficient quantity of pure, fresh drinking water in hygienic containers must be easily accessible to employees. The use of the common drinking cup is prohibited, and pails or open containers which must be tipped or into which utensils must be dipped must not be used, whether or not they are covered. If the water is cooled by ice, the container must be so constructed that the ice and the water do not come into contact.

If the number of employees warrants it, the inspector may require the employer to provide a clean and heated place for meals and a room where street clothing may be changed. A number of sanitary conveniences as determined by the inspector must also be provided.

Saskatchewan Hospitalization Act

Regulations issued under the Saskatchewan Hospitalization Act, 1948, approved by Order in Council 1305/50 on July 14, gazetted July 28, govern the levy and collection of the hospitalization tax for the year 1951. The regulations are similar to those issued for 1950 (L.G., 1949, p. 1258).

The principal change is that treaty Indians who have resided outside an Indian reserve for the previous 18 months and have resided in Saskatchewan for the previous six months may elect to pay the hospitalization tax and thereby receive the benefits of the Act. The tax remains the same as that set last year—\$10 for an adult, and \$5 for each dependent child, with the family maximum payment fixed at \$30. Treaty Indians residing on a reservation are still exempt from both taxation and benefits. Since last year, Indians resident in Saskatchewan for six months, who during the tax year become enfranchised within the meaning of the Indian Act, may, on payment of a *pro rata* tax of 84 cents a month for adults and 42 cents for dependants under 18, become entitled to benefits under the Act.

Administrative changes follow a 1950 amendment transferring the administration of the Act from the Health Services Planning Commission to the Minister of Public Health.

Saskatchewan Workmen's Compensation (Accident Fund) Act

Following a 1950 amendment to the Act which permitted regulations to be made by the Board providing for penalties for the late filing of medical accounts, such regulations were made by an Order in Council (O.C. 1133/50) on June 20 and gazetted on June 30.

From July 1, 1950, each account for medical services which is not received before the expiry of two calendar months after the month in which the services were terminated will be subject to a discount of five per cent for each month or part of a month during which the account is late, up to a maximum of 25 per cent. This penalty, however, does not apply when the Board is satisfied that the physician was unable to submit the account promptly because of illness or some other circumstance which the Board thinks is reasonable.

Legal Decisions Affecting Labour

The two decisions of the British Columbia Court of Appeal reported below are further developments of a case which has been reviewed from time to time in the LABOUR GAZETTE. The action concerns a member of the Boilermakers' and Iron Shipbuilders' Union who alleged that he had been wrongfully expelled from the union which had a closed shop agreement with the employer and that he thereby lost his employment. In the first decision an appeal from a judgment declaring the plaintiff to be a member in good standing of the union and awarding him \$5,000 damages for loss of his employment was dismissed. In the second, an appeal against a Supreme Court order committing two union officials to jail for contempt of Court for refusing to issue a membership card was allowed.

B.C. Court Dismisses Appeal against Judgment Awarding Damages for Wrongful Expulsion from Union Membership.

The Appeal Court of British Columbia on May 3, 1950 delivered its decision in an appeal from the judgment given by Mr. Justice Whittaker in the Supreme Court of British Columbia on September 23, 1949 in the case of *Kuzych v. White et al.*

The case dates back to May 14, 1945 when Kuzych brought action in the British Columbia Supreme Court against union officers, alleging that he had been wrongfully expelled from the Boilermakers' and Iron Shipbuilders' Union, and claiming damages because his expulsion prevented him from obtaining employment. The action was dismissed with costs on January 20, 1947 (L.G., 1947, p. 554). Kuzych appealed the decision and the Court of Appeal in June, 1948 ordered a new trial because the defendants had amended their statement of defence. In the retrial the Supreme Court on September 22, 1949 reversed the previous decision and awarded the plaintiff damages of \$5,000, and issued an order declaring him still to be legally a member of the union (L.G., 1950, p. 219). The defendant union appealed this judgment. The Appeal Court has now upheld the Supreme Court decision, with two judges dissenting.

In his reasons for judgment, Mr. Justice O'Halloran first dealt with the argument that Kuzych should not be allowed to take his grievance to the Courts since he had not exhausted all means of redress within the union, not having appealed the decision of the trial committee and the union membership to the executive of the Shipyard General Workers' Federation in the manner provided by the union constitution. He accepted the trial Judge's finding that the union trial committee was "inexorably

biased" against Kuzych, and further concluded that Kuzych had no occasion whatever to believe that the Federation executive, which was in no sense a judicial or even an impartial body, would reverse the decision of the union that expelled him. "Its verdict would be a foregone conclusion".

Mr. Justice O'Halloran held that Kuzych's expulsion from the union, since it prevented him from obtaining work from any employer who had a closed shop agreement, interfered with his right to earn his living at his chosen trade, and also with the right to freedom of legitimate speech and action, since his expulsion from the union was connected with his advocacy of the open shop principle.

Such restrictions upon the rights of the individual must be regarded as entirely beyond the power of any union or of any business organization to inflict. Business and labour organizations who may properly claim certain inherent rights can exercise these rights only subject to inseparable duties, one of which is not to trample upon the inherent rights of others.

A man has a right to work at his trade. If membership in a union is a condition attached to working at his trade, then he has an indefeasible right to belong to that union. It must be so, or else the union can have no right to agitate for a closed shop. For a union to set itself up as the sole arbiter of who shall join the union and remain a member, and at the same time decree that no one shall be employed who does not belong to the union, is an attempt to exercise totalitarian powers which no constitutional democratic country claims to have or has the right to confer upon any union.

He distinguished between the present complaint and those of members of clubs and of fraternal or social associations where the grievances are strictly private in character and do not deprive a member of opportunity of earning a livelihood or trench upon his civil liberties. Naturally an asso-

ciation is itself the proper forum for decision of these strictly private grievances, and precedents have been established that such matters should not be brought to court unless all means of redress within the association have been exhausted. On the other hand, "the civil liberties of the subject cannot be decided by a trial committee set up by a labour union. That is the prerogative of the constituted courts of the country".

Mr. Justice Robertson and Mr. Justice Smith also agreed that the appeal should be dismissed. Both found the trial committee not competent to hear the charges because of its bias. The conduct of one member especially, in their judgment, went far beyond what can be excused as expressions of justifiable resentment. Mr. Justice Robertson was also of the opinion that the union had failed to hold a proper investigation in that the committee was not properly constituted.

Mr. Justice Bird, in his dissenting judgment, with which the Chief Justice concurred, pointed out that the union had a closed shop agreement with the company when Kuzych entered its employ as a welder in 1942. He quoted clauses in the union constitution which set out its adherence to the closed shop principle and the obligation of each member to support that principle, and reviewed other sections which prescribed the proper procedure for a member having a grievance against the union. He noted that Kuzych, when he became a member of the union, subscribed to and agreed to observe its by-laws, one of which bound him not to become a party to any suit against the union until he had exhausted all remedies allowed him by its constitution and by-laws. Kuzych did not exhaust the remedies set down in the constitution in that he did not appeal to the Executive Committee of the Federation. Mr. Justice Bird did not find that the committee which dealt with the charges against Kuzych was improperly constituted, nor did he find any evidence that would justify the assumption that Kuzych would not have obtained a fair hearing from the union appeal tribunal. He held that it was well established that courts do not entertain an action of this kind until obligations and remedies available under the constitution and by-laws of the union have been exhausted. For these reasons he dissented from the judgment, but without prejudice to any other action being brought after the remedies provided had been exhausted. *Kuzych v. White, et al* (No. 3) [1950], 2 WWR 193.

B.C. Appeal Court Allows Appeal against Supreme Court Order Committing Two Union Officers to Jail for Contempt.

The British Columbia Court of Appeal on May 3, 1950 allowed an appeal from the order of the Supreme Court made December 14, 1949 committing two union officers to jail for contempt of Court because the executive of the Marine Workers' Union refused to admit Myron Kuzych to membership. (L.G., June, 1950, p. 896).

The appeal was allowed on the grounds that the Boilermakers' Union to which the Court order applied had ceased to exist, and that the order was not binding on the Marine Workers' Union which succeeded it.

Chief Justice Sloan, in his reasons for judgment, with which Mr. Justice Bird agreed, stated that the Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 1, on November 19, 1945 ceased to exist as such and merged "its identity, functions and jurisdictional authority" in the several other unions. The amalgamated unions thenceforth became a new organization known as the Marine Workers' and Boilermakers' Industrial Union. The new union has a membership of approximately 5,300 men of whom 3,112 had been members of the Boilermakers' Union and 2,188 had been members of the other unions joining the amalgamation.

The circumstances leading up to the Court order declaring Kuzych to be a member in good standing of the Boilermakers' Union were reported in a previous issue (L.G., 1950, p. 219). The relevant parts of the judgment, dated September 22, 1949, are as follows:—

This Court doth declare that the resolution of the Defendant Boilermakers' & Iron Shipbuilders' Union of Canada, Local No. 1 allegedly passed on the 19th day of March, 1945, which purported to expel the Plaintiff from the Defendant Boilermakers' & Iron Shipbuilders' Union of Canada, Local No. 1 is, and has been since its alleged passing, illegal and void;

And this Court doth further declare that the Plaintiff since the alleged expulsion of the 19th day of March, 1945, was and remains a member in good standing of the Defendant Boilermakers' & Iron Shipbuilders' Union of Canada, Local No. 1;

And this Court doth order, adjudge and decree that the Defendants, their and each of their servants and agents be and they are hereby enjoined and restrained from giving effect to the said resolution allegedly passed by the Defendant Boilermakers' & Iron Shipbuilders' Union of Canada, Local No. 1 on the 19th day of March, 1945.

On October 11, 1949 Kuzych made a formal demand for a membership card in the new union. His request was considered at a regular business meeting of the union,

and, by resolution, the executive was instructed to refuse the request. On November 16, 1949 Kuzych applied to the Court for an order to commit two officers of the Marine Workers' Union to jail for contempt of Court in failing to comply with the Court's ruling. On December 14, 1949 Mr. Justice Whittaker made an order committing the two union officers to jail.

Chief Justice Sloan concluded that this committing order could not be upheld. The order of September 22 bound officers of the Boilermakers' Union which was no longer in existence. "It cannot be construed to compel the officers of the new Marine Workers' Union to issue a membership card in that union to the respondent and their refusal to do so cannot subject them to the imposition of judicial sanctions in these proceedings."

Mr. Justice Smith in a dissenting judgment held that the surrender of charter by the Boilermakers' Union had no serious legal effect. "The union never had any corporate existence; it was merely a fluc-

tuating aggregation of individuals. . . . The aggregation took in a number of new members, became a larger aggregation, and assumed a new name." He concluded that the judgment was really a judgment against all the "merged" unions.

By way of further analogy it may be said that the membership of the Boilermakers' Union were, so to speak, on a raft, and on that raft were entitled, on amalgamation, every one of them, the least not less than the best, to float into the larger body. But on the way they pushed the plaintiff overboard. The Court has said that this was a wrongful act and has replaced him on the raft which by this time has reached the wider waters of the Marine Workers' Union. Now they seek to shove him overboard again. To put it quite mildly, this will not do. The law would be a poor thing if it contained no remedy.

He would have dismissed the appeal and ordered the recommittal of the two union officers until further orders of the Supreme Court. *Kuzych v. White, et al* (No. 4) [1950], 2 WWR 255.

Report of the New Brunswick Department of Labour for the Year Ending October 31, 1949

Harmonious labour relations are noted in the Annual Report of the New Brunswick Department of Labour for the year ending October, 1949. The newly initiated pre-employment training of apprentices is reported to be developing.

The Department of Labour of New Brunswick is responsible for the administration of the Factories Act, 1946, the Stationary Engineers' Act, 1946, the Apprenticeship Act, 1944, the Labour Relations Act, 1949, the Minimum Wage Act, 1945, and the Industrial Standards Act, 1948. The Annual Report of the Department for the year ending October 31, 1949, summarizes the year's operations under each of these Acts.

New Labour Legislation

Two new labour laws were passed in 1949. The Labour Relations Act was assented to on April 28, and became effective by proclamation on July 1, 1949. It replaced the Labour Relations Act, 1945, and was modelled upon the Industrial Relations and Disputes Investigation Act of the Parliament of Canada. The Trades Examination Act provides for the examination and certification of tradesmen in the electrical trade, the electric-welding trade, and the gas-welding trade by a Board of Examiners for each trade. Minor amendments were made to the Apprenticeship and Minimum Wage Acts.

Labour Relations

The new Labour Relations Act varies in some particulars from previous legislation of this nature. It provides for the certification of unions as bargaining agents instead of individuals. Where it is found that the bargaining agent no longer represents a majority of the employees concerned, the Labour Relations Board may revoke its bargaining rights. Provision is made for the reinstatement of employees who are dismissed because of union activity. The new Act reduces the period between the date of a Conciliation Board's report to the Minister and the date on which a strike or a lockout may legally be declared, from 14 to 7 days.

In certain specified undertakings an agreement may be entered into with the federal Government for the administration of the Act by the Minister of Labour and appropriate officials of the Government of Canada. No action in this connection has been undertaken.

The Report emphasizes the excellent co-operation which has been received in the administration of the new Act and the desire of employers and workers to find a

fair and reasonable solution of their differences without resort to direct action.

For the year covered by the Department's Report only two strikes are noted, involving a total time-loss of 1,008 man-days. During this period the Labour Relations Board dealt with thirty-two applications for certification of bargaining representatives or bargaining agents. Of these, thirteen were granted, thirteen dismissed, five were withdrawn, and one was pending. In nine of the applications the Board conducted supervised representation votes.

During the year under review the Department's conciliation services were utilized in fifteen cases, each of which is summarized. In each case a Departmental conciliation officer or a conciliation board appointed by the Minister of Labour was made available to the parties concerned.

Minimum Wages

Two minimum wage Orders were issued by the Minimum Wage Board during the year. One Order, effective October 24, 1949, established a minimum wage rate of \$4.50 per day for male employees engaged in producing pulpwood, pitprops or logs. This Order has been extended to September 30, 1950. The second Order, effective December 1, 1949, was a general Order establishing minimum wage rates for all female employees with the exception of those already covered by minimum wage orders and those excluded from the Minimum Wage Act.

The minimum wage rate established for female employees working a standard work-week of 48 hours or less is \$14.40. The minimum overtime rate for work in excess of 48 hours a week is set at 45 cents per hour. Thirty cents per hour is the minimum rate for part-time employees.

Departmental inspectors conducted 384 inspections to ensure that the two Minimum Wage Orders previously issued governing female workers in shops and in hotels and restaurants were being observed. Thirty violations for paying less than the minimum rate, 170 for failure to post the minimum wage order, and five for the keeping of insufficient records were discovered and corrected.

Industrial Standards

Under the Industrial Standards Act two Industrial Standards schedules became effective during the past year. One was for the carpentry trade in the construction industry in the Saint John zone. This schedule was approved by the Governor in Council on September 29, 1949, and came

into effect on November 1 of the same year. A schedule affecting employees in the plumbing and pipefitting trade in the Saint John zone came into force on October 15, 1949.

In accordance with the Act, an advisory committee equally representative of employers and employees was established by the Minister to assist in enforcing each schedule. While investigation of complaints and inspections made by an Industrial Standards Officer in the Saint John zone revealed some violations of the schedules, it was necessary to take court action in only one case. This case, in which a construction company was found guilty of paying an employee at a rate of wages lower than the minimum fixed by the schedule for the carpentry trade, was reviewed in the March, 1950, issue of the *LABOUR GAZETTE* (p. 352).

Factory Inspection

During the year the Factory Inspection Branch inspected 938 plants employing 17,419 male and 7,480 female workers. During these inspections 862 recommendations were made with respect to such matters as improved safety, cleanliness, lighting and ventilation, guards on machinery, properly equipped lunch, rest and wash rooms and lavatories, first-aid kits, drinking water facilities, and the installation of proper chairs for women workers, shower baths and additional clothing lockers.

Special attention was given to safety matters during the year. As a part of a larger inquiry by an Inter-departmental Committee on Public Safety, a sub-committee of which the Deputy Minister of Labour was a member was set up to inquire thoroughly into existing industrial safety services in the Province. The report of the Committee which was submitted to the Government on October 3, 1949, was being studied at the end of the year.

Discussions were held with the New Brunswick Accident Prevention Association and the Workmen's Compensation Board on the question of safety codes for various industries. It was decided to begin with the woodworking industry and a committee of three from this industry met with officials of the Department to work out such a code. It is pointed out that such codes as may be developed will be in the nature of recommendations.

During June and July, the Factory Inspection staff assisted officials of the federal Department of National Health and Welfare in a survey of industrial hygiene conditions in the Province, the first survey

of its kind to be made in Canada. About 300 plants were visited and records made of materials used, sanitary facilities, plant medical and nursing services and other conditions which might affect the health of employees. At the end of the year the Department of National Health and Welfare had not yet issued a report on this survey.

During the year 310 uninsured boilers and 850 pressure vessels were inspected by boiler inspectors and inspection certificates issued. During the same period 1,968 Stationary Engineers' and Stationary Boilermen's licences were issued.

Apprenticeship

Apprenticeship continued to develop rapidly during the year and there was a considerable increase in the number of apprentices indentured. In accordance with an amendment to the Act which was passed during the previous session of the Legislature, pre-employment training of prospec-

tive apprentices was undertaken by provincial authorities. An amendment to the Dominion-Provincial Apprenticeship agreement made on January 3, 1949, provided that the Dominion and the Province should share equally the cost of pre-employment training for those who wish to qualify as tradesmen through apprenticeship. Pre-employment training courses were established in the motor vehicle repair, electrical and carpentry trades and classes in plumbing and bricklaying were scheduled to begin early in 1950. On completion of pre-employment training the apprentice is trade tested and given time credits against the usual period of apprenticeship in the trade concerned.

An integral part of the apprentice's studies are part-time courses in trade theory and related technical subjects. Such classes were conducted at Saint John, Sussex, Moncton, Bathurst, Campbellton, Edmundston, Woodstock and Fredericton. Four supervisors actively supervised training on the job.

Annual Report of the Saskatchewan Department of Labour, 1949

A tapering off in the high level of employment of the previous years is noted in the Annual Report of the Saskatchewan Department of Labour for 1949. A considerable increase is reported in the number of inspections made in connection with the protective legislation administered by the Department.

The Sixth Annual Report of the Department of Labour of the Province of Saskatchewan for the year ending December 31, 1949, points out that there was more unemployment in the Province during 1949 than in 1948, that both average hourly and weekly earnings continued to rise, and that there was little change in the number of hours worked per week. Trade union membership increased by two per cent during the year, as compared with a five per cent increase during 1948 and a ten per cent increase for 1947.

The only addition to the work of the Department in 1949 was the transfer to its administration of the Electrical Inspection and Licensing Act.

New Legislation

The two new labour statutes enacted in 1949, the Electrical Inspection and Licensing Act, effective October 1, and the Passenger and Freight Elevator Act, effective December 1, replaced Acts of similar title which had become out-of-date. The Electrical Inspection and Licensing Act was

designed to ensure greater safety both to workmen and to the general public by providing for more control over maintenance work on electrical equipment in industry and over material used by the electrical trade. The new Passenger and Freight Elevator Act, which was designed to enable the Department to keep abreast of developments in design and construction of elevators and hoists, achieves greater control over the disposition of unsafe elevator and hoisting equipment and a wider coverage of such equipment.

Janitors and watchmen were brought within the scope of the One Day's Rest in Seven Act and janitors and caretakers in office and commercial buildings were brought under the Hours of Work Act. Minor amendments were made to the Minimum Wage Act and to the Factories Act (L.G., 1949, p. 740).

Labour Relations

"Time lost on account of strikes in Saskatchewan was considerably less in 1949 than in 1948, and again the greater part

of the time lost resulted from a single strike", the Report states. This was the strike in a sodium sulphate plant at Bishopric which accounted for more than 50 per cent of the 4,417 man-days lost. In 1948, 12,333 man-days were lost and in 1947 the total was 42,908, the highest number since the end of the war. Wages continued to constitute the major causes of all strikes, with general terms of agreements entering to a lesser extent.

The Labour Relations Board dealt with 80 applications from trade unions (a decrease of 27 from 1948) for certification. Of these 69 were granted, 5 were dismissed, 3 were withdrawn and 3 were pending at the end of the year. Representation votes were conducted in six cases. There were 25 applications for orders requiring employers to refrain from unfair labour practices, an increase of 19 from 1948. Of these 5 were granted, 4 dismissed, 15 withdrawn and 1 pending at the end of the year. The Board also dealt with 5 applications for reinstatement of wrongfully discharged employees, 1 for disestablishment of a company-dominated organization and 24 to amend or rescind existing Board orders.

The Report points out that in 1949 there was a slight decrease from 1948 both in the number of conciliation boards established and the number of disputes in which the Department was called upon to provide informal conciliation service. The number of firms involved in conciliation, however, was higher. Six conciliation boards were established during the year and a brief summary of their activities is included in the Report.

There were 27,509 trade union members at the end of 1949 in the two main labour congresses and the independent brotherhoods in the railway running trades, representing a two per cent increase during the year. Of these the largest number, 11,692, were in the transportation, storage and communication industries, 8,440 were in professional and public and personal service, 3,711 in manufacturing, 1,378 in wholesale and retail trade, 1,131 in construction, 490 in public utilities and 256 in finance, insurance and real estate.

Wages, Hours of Work and Holidays

The provisions of the Minimum Wage Act were extended in March, 1949, to a further 83 towns and villages having a population of 300 or more.

A general revision of the minimum wage orders, effective June, 1949, resulted in 13 new orders applicable to all places with a population of 300 or more (L.G., 1949,

p. 747). The wage rates were raised in most cases. A new provision in all except the special orders (9-13) stated that a rest period granted to an employee must be considered as time worked.

Five hundred and fifty-nine special licences were issued to employees on the recommendation of the Chairman of the Minimum Wage Board providing for a rate of pay slightly below the minimum for a restricted period of time and bringing those employees within the category of apprentices. Student nurses accounted for the greatest number of these licences (453), 37 were students in pharmacy, 21 students in accountancy, 18 students at law, 13 student laboratory technicians, 13 physically handicapped employees and 4 student X-ray technicians.

Under the Hours of Work Act, a new regulation, effective June 6, was made exempting from the 8- and 44-hour limits of the Act workers in shops and offices in the 83 small towns with a population of from 300-500 which had recently been brought under the Minimum Wage Act. Time and one-half must be paid for all work done beyond 48 hours (L.G., 1949, p. 746).

In order to confine the 44-hour week within five days, seven authorizations were issued by the Minister under the Act permitting a 9-hour day for 4 days a week. Three authorizations were issued permitting special arrangements for shift workers.

A complete list of the variations and exemptions permitted from the Hours of Work Act is found in Table H of the Report. This includes all Hours of Work Orders in force on December 31, 1949. Table G contains a similar list of all industrial standards schedules in force.

Inspections numbering 5,995 were made under the Minimum Wage, Hours of Work, Industrial Standards, Annual Holidays and One Day's Rest in Seven Acts.

Arrears in wages collected in 1949 amounted to \$36,956.14 representing a considerable decrease from the high figure of approximately \$80,000 for the preceding year. Of this amount \$26,027.90 was collected under the Minimum Wage and Hours of Work Acts, \$10,874.35 under the Annual Holidays Act and \$53.89 under the Industrial Standards Act. Only five prosecutions were instituted under the various Acts and convictions were registered in four cases.

Apprenticeship and Tradesmen's Qualifications

Approval was given to the 1949 amendment to the Dominion-Provincial Appren-

jiceship Agreement providing for pre-employment training (L.G., 1949, p. 152). Undoubtedly this wider approach to apprentice training will increase significantly the number of apprentices engaged in the various designated trades, the Report states.

During the year 142 apprentices were indentured, a reduction of 14 from the previous year. The Report explains that this reduction is mainly due to the increased emphasis being placed on tradesmen's qualification. A sharp increase in apprenticeship contract cancellation approved by the Branch is noted—124 as compared to 32 for 1948. The Report states that:—

The reason for this increase is two-fold. Firstly, inspection has been speeded up and has resulted in the clearing of a backlog from the previous year. In the balance the employer or the apprentice has failed to live up to the provisions of the contract. Secondly, a significant number of these cancellations resulted from the movement of apprentices out of the trade or to other provinces.

Inspections by the four inspectors totalled 5,095. The purpose of the inspections, as stated in the Report, is to determine the qualifications of tradesmen in the various designated trades and to ensure that proper training was being given to apprentices indentured under the Act.

Considerable work was done in the field of qualifications of tradesmen engaged in the various trades under the Apprenticeship Act. Thirty-four examinations were conducted and 404 candidates examined, as compared with 23 examinations involving 257 candidates in 1948.

Boilers, Factories and Elevators

Increased activity is noted in 1949 in all phases of the Boilers, Factories and Elevators Branch. The increase is explained by the inspection of boiler equipment in new installations, the coverage of pressure vessels inadequately inspected or not checked at all previously, the great improvement in elevator and hoist equipment during the year and the rapid growth in the use of liquefied petroleum gas equipment.

Of the 11,079 inspections made in 1949 (compared with 4,224 in 1948), 2,402 were inspections of boilers, 2,801 of pressure vessels, 74 of refrigeration plants and 2,276 of liquefied petroleum gas installations. Factories accounted for 773 inspections, grain elevators for 1,710 and passenger and freight elevators for 1,043. A total of 3,115 engineers' and firemen's certificates were issued.

A similar increase is noted in the number of electrical inspections which are now made by the Electrical Inspection and Licensing Branch of the Department. An effort is made to inspect both during construction and after completion. Approximately 9,000 more inspections were made than in 1948. Nine persons were prosecuted under the Act.

Under the Theatres and Cinematographs Act there were 631 inspections of theatres and 619 of public halls compared to 607 and 590 in 1948. Owners have continued to be co-operative in complying with recommendations made, and fire hazards have been kept to a minimum. All four fires reported during 1949 occurred while the theatres were not in use.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that the claimant had not shown just cause within the meaning of the Act for having voluntarily left his employment.—CU-B 517 (November 3, 1949).

MATERIAL FACTS OF CASE:

The Claimant, married, 30 years of age, filed a renewal claim for benefit on June 7, 1949, wherein he reported that he had been employed as a pipe fitter at a rate of pay of \$1.11 an hour from May 31, 1949 to June 3, 1949, by a large manufacturer of textiles in the Province of Quebec. He also stated therein that he voluntarily left his employment because he could not speak English. In the separation questionnaire the employer indicated that the claimant voluntarily left because he did not like the work.

The Insurance Officer disqualified him from the receipt of benefit for a period of six weeks for having voluntarily left his employment without just cause (Section 41 (1) of the Act).

From this decision, the claimant appealed to a Court of Referees on the grounds that as his foreman did not speak French he was unable to interpret his orders which were given in English and that his fellow workers who were bilingual and doing the same work would not interpret the orders for him because he was being paid a higher wage than they were receiving.

The claimant appeared before the Court along with an official of his union. The Court of Referees in unanimously upholding the decision of the Insurance Officer stated in part:—

The claimant should have made a fair trial of the employment during a certain time and at least should have proved that the working conditions were not satisfactory within the meaning of the Act.

From the decision of the Court of Referees the interested union on behalf of the claimant appealed to the Umpire.

DECISION:

There is no doubt that when the employer hired the claimant, he took into consideration the fact that he would be required to

work under a foreman who could not speak the same language. Furthermore, there is no evidence on file to indicate that during the claimant's brief stay with the Ltd., the company at any time found fault with his work.

Taking all the circumstances into consideration I agree with the Court of Referees that the claimant did not give the work a fair trial and therefore, I find that he has not shown just cause for having voluntarily left his employment.

The appeal is dismissed.

Held that the claimant had shown just cause within the meaning of the Act for having voluntarily left her employment.—CU-B 542 (March 1, 1950).

MATERIAL FACTS OF CASE:

The claimant, separated, 38 years of age, filed a claim for benefit on October 22, 1949, and reported that she had been employed as a dress finisher by a firm of dry cleaners in a city in eastern Ontario, from 1945 to October 15, 1949. Her rate of pay was \$29 a week. She voluntarily left that employment because she was forced to vacate her living quarters and no suitable living accommodation was available in that city in keeping with her limited means.

The Insurance Officer disqualified her from the receipt of benefit for a period of six weeks for having voluntarily left her employment without just cause (Section 41 (1) of the Act).

In her appeal to the Court of Referees the claimant stated she had been separated from her husband for over three years with three small children to support and having been unable to secure future living accommodation she moved to another city in the same part of Ontario where she obtained living quarters.

At the hearing of her case, the claimant appeared before the Court of Referees and stated that she had been a few days late in the payment of her rent but that she had paid it the same day that she received the notice to vacate. She also stated that

on several previous occasions she had been one or two days late in the payment of her rent. The Court in unanimously upholding the decision of the Insurance Officer expressed sympathy for the claimant in her problem but felt that: "the Unemployment Insurance Act is not designed to cover problems other than unemployment problems."

From the unanimous decision of the Court of Referees, the claimant asked the Chairman of the Court for leave to appeal to the Umpire. Permission was granted on the grounds that it was desirable to have the Umpire decide whether the Court had too rigidly and literally applied Section 41 (1) of the Act especially as the claimant had to support her three children.

DECISION:

On the evidence before me, it would seem that the claimant had no other alternative but to move to where living accommodation, within the limits of her income could immediately be found for her.

Furthermore, the claimant's distressed circumstances force her to work and she could reasonably expect to find good opportunities of employment in, which is an industrial centre and has a population of approximately 28,000.

Under the circumstances, I feel that the claimant has shown just cause for having voluntarily left her employment, within the meaning of Section 41 (1) of the Act and her appeal is allowed.

Unemployment Insurance Statistics, July, 1950*

The monthly report issued by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of July, 1950, 52,179 claims were filed at local offices of the Unemployment Insurance Commission. This represents a decrease of about 16 per cent from 62,048 for June, 1950, but a slight increase (5 per cent) from the total for July, 1949 (49,586).

Claims filed by provinces declined in all provinces from the June level, except in Prince Edward Island where a slight increase was registered. Compared with a year ago, claims were slightly increased in all provinces except New Brunswick, Ontario and British Columbia.

Of the total claims filed in July, 43,929 were initial and renewal claims representing mainly new cases of recorded unemployment. This represents a decline from a level of 51,284 for June but is almost the same as the number of such claims (43,486) filed in July, 1949.

Ordinary claimants on the live unemployment register declined from 109,433 for June to 92,520 for July. (For July, 1949, such claims amounted to 79,902.)

Of the total number of persons on the live register in July, 84,575 or 80 per cent were on the live unemployment register seven days or more as compared to 103,790 or 82 per cent in June, 1950. Of the number on the register seven days or more (which roughly corresponds with the number of beneficiaries) 32 per cent were on the register 73 days or more as compared to only 26 per cent a year ago.

Claims handled at adjudicating centres and Courts of Referees totalled 53,865 in July. Of the 53,061 claims adjudicated

38,533 were allowed, 14,116 were disallowed or disqualified, and 412 represented special requests not granted.

Chief reasons for non-entitlement in July were: "insufficient contributions while in insurable employment" 4,223 cases; "voluntarily left employment without just cause" 3,493; and "not unemployed" 2,335.

Persons commencing benefit on initial and renewal claims in July numbered 30,945 as compared to 40,781 in June and 28,246 in July, 1949. Persons commencing benefit on initial and renewal claims declined in July from the June level for all provinces except Newfoundland and Alberta. Compared to July, 1949, however, current figures are up except in Prince Edward Island, Nova Scotia, New Brunswick and British Columbia.

During July \$4,726,614 was paid in respect of 2,053,009 days as compared to \$6,378,926 and 2,742,203 days in June, and \$3,371,183 and 1,525,462 days in July, 1949.

For the week of July 29 to August 4, 76,840 persons received \$1,022,377 in respect of 444,583 days as compared to 92,827 persons, \$1,209,450 and 521,670 days for the week of June 24-30, and 65,957 persons, \$828,934 and 383,338 days for the week of July 9-15, 1949. The average duration and average amount of benefit for the week of July 29 to August 4 was 5.8 days and \$13.31 as compared to 5.6 days and \$13.03 for the week of June 24-30.

Supplementary Benefit

In July, supplementary benefit paid in respect of claims which had been held pending additional inquiry amounted to \$36,414. The bulk of this amount, \$30,270, was paid to claimants in the province of Quebec.

* See Tables E-1 to E-8.

Estimated Insured Population

The July report includes for the first time a table giving estimates of the insured population which, it is stated, should prove useful as a universe against which unemployment among insured persons can be examined.

Reports received from local offices of the Unemployment Insurance Commission for

the month ending July 31, 1950, showed that 3,512,389 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1950, an increase of 186,626 since June 30, 1950.

As at July 31, 1950, 238,665 employers were registered, representing an increase of 2,998 since June 30, 1950.

Report of Unemployment Insurance Advisory Committee

In reviewing the state of the Unemployment Insurance Fund the Committee noted that, while revenues in 1949-50 had been large, the amount paid out in benefit was considerably higher than in any year since the inception of the Act.

Regulations governing payment of benefit to married women and changes in existing seasonal employment regulations were recommended.

The state of the Unemployment Insurance Fund is under constant review by the Unemployment Insurance Advisory Committee—a body independent of the Unemployment Insurance Commission, on which both labour and management have equal representation. Under Section 84 (1) of the Act the Committee is required to report to the Governor in Council before the end of July in each year on the financial condition of the Fund as of the preceding March 31, and to make such recommendations as it may deem necessary as to the Fund's sufficiency to discharge its liabilities.

The Committee also has authority to make a continuing study of the Act, to conduct hearings, receive representations from interested employer and labour organizations, and to make recommendations for amendments to the Act or changes in the Regulations set thereunder concerning any matters relating to the financial condition of the Fund.

The report of the Unemployment Insurance Advisory Committee to the Governor in Council covering the fiscal year 1949-50 was tabled in the House of Commons by Mr. P. E. Coté, Parliamentary Assistant to the Minister of Labour, on September 8, 1950. The text of the report follows.

TO HIS EXCELLENCY

THE GOVERNOR GENERAL IN COUNCIL:

The Unemployment Insurance Advisory Committee respectfully submits its report on the financial condition of the Unemployment Insurance Fund as required by Section 84 (1) of the Unemployment Insurance Act.

The Committee held meetings on July 24 and 25 and considered the financial and statistical statements which were submitted to it by the Unemployment Insurance Commission. It had the benefit of reports and comments on the experience of the year by Mr. A. D. Watson, who acts as actuarial adviser to the Committee, and Mr. Neil McKellar, in charge of unemployment insurance statistics at the Dominion Bureau of Statistics, as well as of full information given by the officers of the Commission.

The balance at the credit of the Unemployment Insurance Fund on March 31, 1950, as reported to us was \$582,646,972.52. Over the previous twelve months it had increased by \$53,111,535.14 as compared with an increase of \$81,800,000 in the preceding year. Aside from cash requirements, the whole of the Fund is invested in obligations of the Government of Canada, which over the past year yielded on the average 2.57 per cent interest.

The gross revenue of the Fund for 1949-50 was \$138,935,737.27, somewhat more than \$7,000,000 higher than in the previous year. Of this total, \$104,432,415.94 was the amount of the contributions on behalf of employers and employees. These totals, however, included amounts paid by the Government of Canada in respect of past service of ex-servicemen of approximately \$4,900,000 in 1949-50 and \$15,400,000 in 1948-49. Since these are non-recurring payments which will shortly disappear entirely it is appropriate to point out that the regular contributions from employers and employees increased by more than \$16,000,000 during the year. Interest earn-

ings on the Fund are now an important part of total revenue, amounting to more than \$14,000,000. The coverage of the Act continues to widen, rising wages have increased the rate of contributions, and, despite sharp unemployment in the winter months, the total volume of employment has been high.

Benefit payments to insured unemployed persons during 1949-50 were much the largest in any year since the inception of the Act. They totalled \$85,824,202.13, as compared with approximately \$50,000,000 in 1949-50. Of the former amount, \$818,065.89 is in respect of supplementary benefits provided by amendments to the Act at the last session of Parliament. Under the legislation, the Fund, in respect of \$738,000 paid to persons who had exhausted their benefit rights, is protected by increased contributions of 12 cents a week for each insured person and to the degree that that is insufficient, by reimbursement by the Treasury and in respect of approximately \$80,000 paid to those not previously insured by direct reimbursement by the Treasury.

The large amount paid out in benefits during the fiscal year 1949-50 indicates the severe unemployment which occurred during the winter months. Though on the average employment was high, normal seasonal influences in conjunction with market factors and abnormal weather conditions produced an abnormally sharp contraction of winter employment. In its Labour Force Survey for March 3, 1950, the Dominion Bureau of Statistics reports 312,000 without jobs and seeking work. This number is 7.4 per cent of the entire labour force (including employers and self-employed). As of the last working day in February the Unemployment Insurance Commission reports 286,000 ordinary claimants on the live unemployment register. This is approximately 10.8 per cent of the number of persons insured under the Act. The Committee has examined the available information for any evidence that unemployment insurance has tended to exaggerate the incidence of unemployment. The percentage resulting from the Bureau's figure is minimized because the numerator excludes persons working short time, persons who lost their jobs within the week and persons having some casual employment, all of whom might be eligible for insurance benefits, while the denominator includes the self-employed and salary groups as well as wage-earners. The Committee has not found evidence of any substantial tending toward exaggerated or illegitimate claims for insurance benefit except in the circumstances which it has

noted in previous reports, viz. among persons who have been retired from employment either with or without pensions, among women on marriage and generally in the more remote and non-urban sections of the economy wherever vigilant administration is more difficult and costly.

The Fund, as a result of nine years of high and sustained employment, has reached a level which no one would have predicted in earlier years. It is of course to be noted that the contingent liabilities of the Fund have also increased very greatly by reason of wider coverage, higher rates of benefit and more extended duration of benefit earned by the contributors. The structure of the Fund and the relation of contributions and benefits are broadly based on an actuarial investigation of the employment experience of this country two decades ago. The Committee has considered the advisability of instituting a new actuarial investigation. It has, however, decided not to request it for the time being. While a great deal of valuable information has been accumulated over the past nine years, the period of the war and the ensuing years of very high employment do not appear to the Committee a period likely to be sufficiently representative to yield dependable results on which to judge the future workings of the Fund. The Committee does intend, however, to have partial investigations made on the basis of information on a sample of contributors from which it hopes to obtain guidance in its future recommendations.

The Committee has noted the extensive amendments to the Unemployment Insurance Act passed at the last session of Parliament. The Committee is gratified that the recommendations which it has made have now become part of the Act.

In its report of July 27, 1949, the Committee drew attention to the accumulating evidence that considerable numbers of women on marriage or shortly thereafter withdrew from employment but applied for benefits though not in good faith seeking employment. On its recommendation an amendment to the Act has given power to the Commission, with the concurrence of the Committee, to recommend regulations to deal with this situation. The Committee now joins the Commission in recommending regulations in the following sense:—

A woman who, in contemplation of marriage, separates from her position in employment or who separates from that position at any time within two years after her marriage, shall not be entitled to benefit unless or until she proves her attachment to insurable employment by making contributions for ninety (90) days after the aforementioned separation, or

her marriage, whichever is the later, and she must also fulfil the other conditions for entitlement to benefit. However, the said ninety (90) days' contributions shall not be a condition governing the receipt of benefit in any case where—

- (a) the claimant's husband has died, or become incapacitated, or has deserted or been permanently separated from her;
- (b) the loss of employment was due to the employer's rule against employing married women;
- (c) the loss of employment was because of a lay-off due to shortage of work.

The Committee considers that this regulation will enable the Commission to prevent much illegitimate use of the Fund while at the same time preserving to married women who are genuinely desirous of continuing employment after marriage the full benefits to which they are entitled under the Act.

Experience has shown that it is desirable to simplify the regulations governing seasonal employments and to remove certain anomalies. The provision in recent amendments to the Act of supplementary benefits has also made necessary the revision of these regulations. The Commission has made certain proposals which after discussion have been modified in certain particulars and are here presented as the joint recommendation of the Commission and the Committee. The joint recommendations is that (1) the Commission by regulation and on application will exempt any person whose principal occupation is non-insurable and who ordinarily spends less than 50 per cent of the year in insurable employment; (2) for the present regulations in Section 12 (1) and (2) of the Unemployment Insurance Benefit Regulations 1949, regulations should be substituted in the following sense:—

12. (1) If in receipt of the most recent 36 days of employment of an insured person prior to the commencement day of his benefit year there are 10 or more seasonal contributions recorded, such person shall for the purposes of this section be a seasonal worker.

(2) (a) A seasonal worker whose principal occupation is non-insurable shall be entitled to receive benefit for days on which he is unemployed in any off-season applicable in his case, only if he fulfils all the other conditions of entitlement to benefit and if

- (i) he was employed under a contract of service, whether in insurable employment or not, for at least 30 per cent of the working days in the previous off-season; and
- (ii) during the off-season he makes and keeps alive an application at a local office of the Unemployment Insurance Commission for an employment of a kind suitable in his circumstances and normally available at that period of the year.

(b) A seasonal worker whose principal occupation is insurable, whether in a seasonal occupation or not, shall be entitled to receive benefit for days on which he is unemployed in any off-season applicable in his case, only if he fulfils all the other conditions of entitlement to benefit and the condition mentioned in subparagraph (ii) of paragraph (a).

It is considered by the Committee that these regulations will protect the Fund against illegitimate drains while at the same time they will relieve insured workers of most of the vexatious results of the present regulations.

No representations were made to the Committee by employer or employee organizations at its advertised meeting called to consider its statutory report.

Respectfully submitted on behalf of the Committee.

G. M. INGERSOLL,
Secretary.

W. A. MACKINTOSH,
Chairman.

Members of Committee

A. MACNAMARA, *Alternate Chairman.*

T. H. COOPER.

ALBERT DESCHAMPS.

JAMES HUNTER.

FREDERICK G. H. LEVERMAN.

PERCY R. BENGOUGH (Absent).

GEORGE BURT (Absent).

A. J. KELLY.

JEAN MARCHAND.

HOURS AND WORKING CONDITIONS IN THE FOOD AND BEVERAGES INDUSTRY, OCTOBER 1949*

Forty per cent of the plant workers in the Food and Beverages Industry were on a five-day week in 1949. Time and one-half was the common overtime rate although double time was predominant for work on statutory holidays. Almost all of the workers were in establishments giving at least one week's vacation with pay. Three-quarters of the employees were in plants paying for six or more of the statutory holidays observed. Written collective agreements covered over 50 per cent of the workers in the industry.

The 1949 survey of hours and working conditions in the Food and Beverages Industry showed a decrease from 1948 in the normal hours and days worked per week and an increase in the rate of payment for work on statutory holidays. A higher proportion of the workers were in establishments whose vacation policy included a paid vacation of three weeks for employees with long service. A larger number of establishments reported paying for observed statutory holidays, and the number of days paid for has been increased in many cases.

In this analysis, the establishments engaged primarily in the manufacture of Foods and Beverages have been grouped, according to their major activity, into seven divisions: Meat Products, Dairy Products, Canning and Preserving, Grain Mill Products, Bakery Products, Beverages, and Miscellaneous Foods.

Geographical and industrial distributions of the 980 establishments and 93,013 plant workers covered in the survey of hours and working conditions in the Food and Beverages Industry are given in Tables Ia and

Ib. Forty-five per cent of the workers were employed by 382 establishments located in Ontario, twenty per cent were employed in Quebec and twelve per cent were employed in British Columbia.

Women workers comprised 30 per cent of the plant employees in this industrial group. The largest proportion of women employees were engaged in the Canning and Preserving Industry.

Collective Agreements.—Written collective agreements covering 53 per cent of the workers were reported by 346 establishments. Large groups of workers were represented by such unions as the United Packinghouse Workers of America (CIO-CCL), the Bakery and Confectionery Workers' International Union of America (AFL), the Distillery, Rectifying and Wine Workers' International Union of America (AFL), and the United Fishermen and Allied Workers' Union (TLC). A small number of establishments reported having written agreements with employees' associations.

The Normal Work Week.—Almost equal proportions of the plant employees in the Food and Beverages Industry, 27 and 28 per cent respectively, were normally working 44 and 48 hours a week in 1949. A further 15 per cent were reported working 40 hours a week. The normal work week is the number of hours and days normally worked by most of the male and most of the female workers in an establishment, exclusive of any temporary overtime or short time. In Tables IIa and IIb all male employees in a single establishment are included under the hours worked by the largest number of males, and all female employees are included under the hours worked by the largest number of females.

*Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 by the Economics and Research Branch of the Department of Labour. Employers were asked to report on certain conditions of work as well as to give, by occupation, the wage or salary rates of time workers and the straight time earnings of employees on piece work during the last pay period preceding October 1, 1949.

Information on hours and working conditions comparable to that contained in the present article has been published for other industries in previous issues of the *LABOUR GAZETTE*.

For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

In most establishments the predominant work week for the male and female workers was the same.

The largest groups of workers in the Prairie Provinces and British Columbia were on a 44-hour week, while the largest groups in Quebec and Ontario were on a 48-hour week. In the Maritime Provinces, 43 per cent of the employees were working over 48 hours a week. All but 18 per cent of the workers in the establishments located in British Columbia were reported working from 40 to 44 hours a week.

The Meat Products Industry accounted for almost one-half of the workers reported on a 44-hour week and the Beverages Industry for about half of those on a 40-hour week. The largest group of employees working 48 hours a week was reported in the Bakery Products Industry.

Forty per cent of the workers in the Food and Beverages Industry were on a five-day week in 1949, as compared with about 34 per cent in 1948. The highest proportion of workers on this schedule was in the Beverages Industry, where over three-quarters of the plant employees were reported working five days a week.

In some establishments the male and female employees normally worked different weekly hours, thus for consistency the distributions of establishments shown in Tables

IIIa and IIIb are based on the normal work week of the male plant employees only. The weekly hours common to most establishments were again 44 and 48 per week. More establishments, however, reported having a work week of over 48 hours than of 40 hours. One-quarter of the establishments reported operating five days a week.

Overtime Rates of Pay.—Time and one-half was the predominant rate for work after standard daily or weekly hours in all regions and in all industries (Tables IVa and IVb). For work on Sunday, the largest number of employees were in establishments paying time and one-half although about 28 per cent of the workers in the industry, most of whom were engaged in the manufacture of Meat Products, were in plants paying double time.

Work on statutory holidays was generally paid for at double the regular rate. About 16,700 workers, however, were in establishments paying time and one-half for work on these Dominion, Provincial, Municipal or regularly observed religious holidays, and 12,600 were in establishments paying double time and one-half. This latter group indicates a substantial increase since 1948 in the proportion of workers eligible for double time and one-half for work on statutory holidays.

TABLE 1a.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT WORKERS, BY REGION, IN THE FOOD AND BEVERAGES INDUSTRY, OCTOBER 1949

	CANADA	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Number of Plants.....	980	101	156	382	212	129
Number of Plant Workers:						
Male.....	65,355	5,054	14,053	28,311	10,980	6,957
Female.....	27,658	2,626	4,212	14,117	2,724	3,979
Total.....	93,013	7,680	18,265	42,428	13,704	10,936

TABLE 1b.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT WORKERS, BY INDUSTRY, IN THE FOOD AND BEVERAGES INDUSTRY, OCTOBER 1949

	FOOD AND BEVER- AGES	Meat Prod- ucts	Dairy Prod- ucts	Canning and Preserv- ing	Grain Mill Prod- ucts	Bakery Prod- ucts	Bever- ages	Mis- cellan- eous Foods
Number of Plants.....	980	82	147	251	60	193	121	126
Number of Plant Workers:								
Male.....	65,355	12,495	3,444	11,907	4,861	12,556	11,905	8,187
Female.....	27,658	2,853	821	10,167	553	5,198	1,429	6,637
Total.....	93,013	15,348	4,265	22,074	5,414	17,754	13,334	14,824

Vacations with Pay.—Most of the establishments in the Food and Beverages Industry reported a paid vacation of one or two weeks, or an equivalent, after a period of employment of up to one year (Tables Va and Vb). About 12 per cent of the workers were employed in establishments giving an initial vacation of two weeks with pay, or the equivalent of four per cent of earnings or one day per month. Most of the establishments that did not report information on vacations with pay were in the seasonal Canning and Preserving Industry.

More than one-half of the establishments reporting information on paid vacations increased the duration of the vacation period as the worker's term of employment continued. A maximum vacation of two weeks with pay or an equivalent, usually after five years, was reported by 365 establishments employing 38 per cent of the plant workers. Thirty-four per cent were working in establishments giving a paid vacation of three weeks, generally after 20 or 25 years of employment. Most of the establishments giving this maximum vacation of three weeks also gave an inter-

TABLE IIIA.—NORMAL WEEKLY HOURS FOR ALL PLANT WORKERS IN THE FOOD AND BEVERAGES INDUSTRY, NUMBER OF PLANT WORKERS BY REGION, OCTOBER 1949

Normal Weekly Hours	CANADA	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
<i>5-Day Week</i>						
Under 40.....	25		17	8		
Over 40.....	12,541	30	1,565	6,888	1,001	3,057
40 and under 44.....	2,241		327	1,292	356	266
Over 44.....	5,814	932	232	1,280	3,044	326
45.....	8,740	315	2,270	5,405	750	
Over 45 and under 48.....	2,681		638	2,025	18	
Over 48.....	4,779		2,906	1,873		
Over 48.....	753		714	39		
Total.....	37,574	1,277	8,669	18,810	5,169	3,649
<i>5½-Day Week</i>						
Under 44.....	851	75	133	643		
Over 44.....	15,200	698	88	5,948	3,959	4,507
45.....	1,046	42	163	809	32	
Over 45 and under 48.....	2,121	212	1,382	514	13	
Over 48.....	4,520		2,145	2,160	215	
Over 48.....	3,015	938	1,519	558		
Total.....	26,753	1,965	5,430	10,632	4,219	4,507
<i>6-Day Week</i>						
Under 44.....	1,165	156		153	635	221
Over 44.....	3,619	10	58	898	2,054	599
Over 44 and under 48.....	546	14	5	229	296	2
Over 48.....	16,935	1,824	2,921	10,502	1,327	361
Over 48 and under 54.....	753	125	70	558		
Over 54.....	3,437	1,443	313	97		1,584
Over 54.....	1,834	709	783	342		
Total.....	28,289	4,281	4,150	12,779	4,312	2,767
<i>All Establishments</i>						
Under 40.....	74	5	17	52		
Over 40.....	13,654	247	1,652	7,473	1,004	3,278
Over 40 and under 44.....	3,095	9	373	1,459	988	266
Over 44.....	24,633	1,640	378	8,126	9,057	5,432
Over 45.....	10,139	365	2,433	6,419	920	2
Over 45 and under 48.....	4,995	218	2,025	2,563	189	
Over 48.....	26,234	1,824	7,972	14,535	1,542	361
Over 48.....	9,792	3,215	3,399	1,594		1,584
Total.....	92,616	7,523	18,249	42,221	13,700	10,923

NOTE: Normal Weekly Hours were not reported for 397 workers.

mediate vacation of two weeks, mainly after five years. In 1948 about 27 per cent of the workers had been in establishments reporting a maximum vacation of three weeks.

A plant shut-down for summer vacation was reported by 121 establishments employing 19 per cent of the workers. Almost two-thirds of these workers were in plants closing down for two weeks and the remainder were in plants which shut down for one week.

Statutory Holidays.—Almost all of the plant workers in the Food and Beverages Industry were in establishments observing one or more statutory holidays. In Tables VIa and VIb, observed statutory holidays include the number of days when a plant is not operating by reason of Dominion, Provincial or Municipal holidays or because

of religious holidays regularly observed. Forty-five per cent of the workers were in establishments observing eight statutory holidays, 18 per cent were in those observing nine days and 13 per cent in those observing seven days.

Payment for some or all of the statutory holidays observed was reported by 794 establishments employing 86 per cent of the plant workers. Seventy per cent of the workers were in plants paying for from six to nine statutory holidays not worked, with the largest number being paid for eight. A large proportion of the workers in the Canning and Preserving Industry were not paid for any of the statutory holidays when not worked. About 92 per cent of the workers in the Meat Products Industry were paid for eight statutory holidays observed.

TABLE IIb.—NORMAL WEEKLY HOURS FOR ALL PLANT WORKERS IN THE FOOD AND BEVERAGES INDUSTRY, NUMBER OF PLANT WORKERS BY INDUSTRY, OCTOBER 1949

Normal Weekly Hours	FOOD AND BEVER- AGES	Meat Products	Dairy Products	Canning and Preserv- ing	Grain Mill Products	Bakery Products	Bever- ages	Miscell- aneous Foods
<i>5-Day Week</i>								
Under 40.....	25							25
40.....	12,541	182	676	2,009	687	783	6,169	2,035
Over 40 and under 44.....	2,241	15	41	82		501	27	1,575
44.....	5,814	3,782	30	213	46	128		1,615
45.....	8,740	1,812	309	1,102		2,740	613	2,164
Over 45 and under 48.....	2,681			161		707	161	1,652
48.....	4,779	146	50	540	24	706	3,086	227
Over 48.....	753			9	39	38	12	655
Total.....	37,574	5,937	1,106	4,116	796	5,603	10,068	9,948
<i>5½-Day Week</i>								
Under 44.....	851	15	5	194	194	96	54	293
44.....	15,200	6,984	171	4,624	1,559	247	1,172	443
45.....	1,046	156	4	665		84	100	37
Over 45 and under 48.....	2,121	1,350	21	78	3	139	54	476
48.....	4,520	289	88	547	152	898	720	1,826
Over 48.....	3,015	116	31	1,790	165	403	301	209
Total.....	26,753	8,910	320	7,898	2,073	1,867	2,401	3,284
<i>6-Day Week</i>								
Under 44.....	1,165		4	218		943		
44.....	3,619	279	472	968	442	951	452	55
Over 44 and under 48.....	546		245	47		243		11
48.....	16,935	187	1,657	4,283	2,031	7,656	337	784
Over 48 and under 54.....	753	9	138	451		92		63
54.....	3,437		190	2,339	56	198		654
Over 54.....	1,834	9	129	1,602	16	60		18
Total.....	28,289	484	2,835	9,908	2,545	10,143	789	1,585
<i>All Establishments</i>								
Under 40.....	74			40		4		30
40.....	13,654	197	676	2,381	879	1,153	6,201	2,167
Over 40 and under 44.....	3,095	15	50	82	2	1,166	49	1,731
44.....	24,633	11,045	673	5,805	2,047	1,326	1,624	2,113
45.....	10,139	1,968	540	1,809		2,908	713	2,201
Over 45 and under 48.....	4,995	1,350	39	244	3	1,005	215	2,139
48.....	26,234	622	1,795	5,370	2,207	9,260	4,143	2,837
Over 48.....	9,792	134	488	6,191	276	791	313	1,599
Total.....	92,616	15,331	4,261	21,922	5,414	17,613	13,258	14,817

NOTE: Normal Weekly Hours were not reported for 397 workers.

TABLE IIIa. — NORMAL WEEKLY HOURS FOR MALE PLANT WORKERS IN THE FOOD AND BEVERAGES INDUSTRY, NUMBER OF ESTABLISHMENTS BY REGION, OCTOBER 1949

Normal Weekly Hours	CANADA	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
<i>5-Day Week</i>						
Under 40.....	1		1			
40.....	85	1	10	38	11	25
Over 40 and under 44.....	20		3	8	7	2
44.....	41	3	2	12	14	10
45.....	47	1	10	32	4	
Over 45 and under 48.....	14		5	8	1	
48.....	26		13	13		
Over 48.....	9		8	1		
Total.....	243	5	52	112	37	37
<i>5½-Day Week</i>						
Under 44.....	6			6		
44.....	147	8	1	38	42	58
45.....	7	2	1	2	2	
Over 45 and under 48.....	18	3	7	6	2	
48.....	57		15	33	9	
Over 48.....	37	7	25	5		
Total.....	272	20	49	90	55	58
<i>6-Day Week</i>						
Under 44.....	14				10	4
44.....	67	1	2	16	33	15
Over 44 and under 48.....	34	2		3	28	1
48.....	244	31	16	145	49	3
Over 48 and under 54.....	11	2	2	7		
54.....	47	23	10	3		11
Over 54.....	48	17	25	6		
Total.....	465	76	55	180	120	34
<i>All Establishments</i>						
Under 40.....	1		1			
40.....	93	1	10	42	11	29
Over 40 and under 44.....	32		3	10	17	2
44.....	255	12	5	66	89	83
45.....	82	4	11	37	29	1
Over 45 and under 48.....	38	4	12	14	8	
48.....	327	31	44	191	58	3
Over 48.....	152	49	70	22		11
Total.....	980	101	156	382	212	129

TABLE IIIb.—NORMAL WEEKLY HOURS FOR MALE PLANT WORKERS IN THE FOOD AND BEVERAGES INDUSTRY, NUMBER OF ESTABLISHMENTS BY INDUSTRY, OCTOBER 1949

Normal Weekly Hours	FOOD AND BEVER- AGES	Meat Prod- ucts	Dairy Prod- ucts	Canning and Preserv- ing	Grain Mill Prod- ucts	Bakery Prod- ucts	Beve- rages	Miscella- neous Foods
<i>5-Day Week</i>								
Under 40.....	1							1
Over 40.....	85	3	2	10	4	11	34	21
Over 40 and under 44.....	20	1	1	2		5	1	10
Over 44.....	41	17	1	7	1	2		13
Over 45.....	47	9	1	6		9	7	15
Over 45 and under 48.....	14			2		4	2	6
Over 48.....	26	1	1	5	1	2	11	5
Over 48.....	9			1		1	1	5
Total.....	243	31	6	33	7	34	56	76
<i>5½-Day Week</i>								
Under 44.....	6				4	1		1
Over 44.....	147	23	12	62	10	8	23	9
Over 45.....	7	2	1	1		1	2	
Over 45 and under 48.....	18	5	2	1		1	2	7
Over 48.....	57	4	6	7	5	5	17	13
Over 48.....	37	4	1	12	2	7	6	5
Total.....	272	38	22	83	21	23	50	35
<i>6-Day Week</i>								
Under 44.....	14					14		
Over 44.....	67	3	11	22	3	19	7	2
Over 44 and under 48.....	34		21	5		7		1
Over 48.....	244	8	72	37	26	86	8	7
Over 48 and under 54.....	11	1	2	5		1		2
Over 54.....	47		8	31	2	5		1
Over 54.....	48	1	5	35	1	4		2
Total.....	465	13	119	135	32	136	15	15
<i>All Establishments</i>								
Under 40.....	1							1
Over 40.....	93	3	2	10	7	16	34	21
Over 40 and under 44.....	32	1	1	2	1	15	1	11
Over 44.....	255	43	24	91	14	29	30	24
Over 45.....	82	11	23	12		12	9	15
Over 45 and under 48.....	38	5	2	3		10	4	14
Over 48.....	327	13	79	49	32	93	36	25
Over 48.....	152	6	16	84	6	18	7	15
Total.....	980	82	147	251	60	193	121	126

TABLE IVa.—OVERTIME RATES OF PAY, BY REGION, IN THE FOOD AND BEVERAGES INDUSTRY, OCTOBER 1949

Overtime Rates of Pay	CANADA			Maritime Provinces		Quebec		Ontario		Prairie Provinces		British Columbia	
	Establishments	Workers	Establishments	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers
<i>Monday through Friday</i>													
Straight time.....	18	1,738	2	598	6	483	9	683	.....	.....	.....	1	14
Time and one-quarter.....	5	335	1	8	.....	.....	4	387	.....	.....	.....	.....	.....
Time and one-half.....	(1)431	53,237	37	4,649	56	8,307	107	20,129	132	11,173	99	8,979	8,979
Other.....	25	1,560	2	96	.....	.....	5	249	6	25	10	1,050	1,050
No information or no overtime policy.....	278	15,772	43	1,284	46	3,627	170	10,461	12	206	7	194	194
Total.....	757	72,752	85	6,635	110	12,567	295	31,909	150	11,404	117	10,237	10,237
<i>Saturday</i>													
Straight time.....	18	1,804	2	598	7	661	8	531	.....	.....	.....	1	14
Time and one-quarter.....	6	542	1	8	.....	.....	5	534	.....	.....	.....	.....	.....
Time and one-half.....	(1)418	52,311	37	4,649	54	8,099	100	19,989	131	11,123	96	8,751	8,751
Double time.....	4	284	.....	.....	.....	.....	1	57	.....	.....	3	227	227
Other.....	23	1,496	2	96	2	140	3	185	6	25	10	1,050	1,050
No information or no overtime policy.....	288	16,315	43	1,284	47	3,667	178	10,913	13	256	7	195	195
Total.....	757	72,752	85	6,635	110	12,567	295	31,909	150	11,404	117	10,237	10,237
<i>Only After Weekly Hours</i>													
Time and one-quarter.....	5	281	.....	.....	.....	.....	4	243	1	38	.....	.....	675
Time and one-half.....	210	19,621	14	900	44	5,573	81	10,163	60	2,220	11	675	675
Other.....	8	359	2	55	2	125	2	113	1	42	.....	.....	24
Total.....	223	20,261	16	1,045	46	5,698	87	10,519	62	2,300	12	699	699
<i>Sundays</i>													
Straight time.....	16	1,466	1	556	5	450	8	320	1	96	.....	1	14
Time and one-quarter.....	9	555	1	8	.....	.....	6	481	2	69	.....	.....	.....
Time and one-half.....	(1)304	32,956	26	2,137	24	4,219	105	15,609	70	3,517	79	7,474	7,474
Double time.....	150	26,458	15	2,195	38	6,249	35	8,495	47	7,630	15	1,889	1,889
Other.....	32	668	2	96	1	100	3	68	34	177	4	227	227
No information or no overtime policy.....	469	30,907	56	2,658	88	7,247	227	17,455	98	2,215	30	1,332	1,332
Total.....	980	93,013	101	7,680	156	18,265	382	42,428	212	13,704	129	10,936	10,936
<i>Statutory Holidays</i>													
Straight time.....	217	16,504	38	1,822	31	2,978	130	10,902	12	411	6	388	388
Time and one-quarter.....	6	778	1	8	.....	.....	2	157	.....	.....	3	618	618
Time and one-half.....	218	16,633	23	1,886	29	2,216	67	7,173	49	1,821	50	3,357	3,357
Double time.....	(2)250	35,662	20	2,798	40	7,108	94	15,126	49	6,007	47	4,623	4,623
Double time and one-half.....	96	12,609	1	273	13	4,086	14	3,970	61	3,727	7	563	563
Triple time.....	3	453	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other.....	59	5,592	4	415	5	509	15	2,697	27	1,061	8	910	910
No information or no overtime policy.....	131	4,727	14	478	38	1,368	60	2,403	12	343	7	185	185
Total.....	980	93,013	101	7,680	156	18,265	382	42,428	212	13,704	129	10,936	10,936

(1) A rate of time and one half for the first three or four hours then double time was paid after standard daily hours Monday through Saturday by six establishments and for work on Sunday by two establishments.

(2) Five establishments reported paying time and one half for work on statutory holidays not normally paid for if not worked.

TABLE IVb.—OVERTIME RATES OF PAY, BY INDUSTRY, IN THE FOOD AND BEVERAGES INDUSTRY, OCTOBER 1949

Overtime Rates of Pay	Food and Beverages		Meat Products		Dairy Products		Canning and Preserving		Grain Mill Products		Bakery Products		Beverages		Miscellaneous Foods	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
<i>Monday through Friday</i>																
Straight time.....	18	1,788	.....	.....	.....	.....	8	1,037	1	14	6	525	2	169	1	43
Time and one-quarter.....	43	395	.....	.....	1	.....	99	10,718	35	4,698	1	78	2	192	1	117
Time and one-half.....	(1)	53,237	62	14,661	53	2,057	12	1,146	.....	.....	57	5,137	71	8,477	54	7,489
Other.....	25	1,560	.....	.....	6	25	.....	.....	.....	.....	2	108	1	100	4	181
No information or no overtime policy.....	278	15,772	11	329	31	708	115	7,625	16	410	56	4,042	19	655	30	2,003
Total.....	757	72,752	73	14,990	90	2,790	235	20,534	52	5,122	122	9,890	95	9,593	90	9,833
<i>Saturday</i>																
Straight time.....	18	1,804	.....	.....	.....	.....	8	1,037	1	14	6	525	1	17	2	211
Time and one-quarter.....	9	542	.....	.....	1	.....	2	155	.....	.....	1	78	2	192	1	117
Time and one-half.....	(1)	52,311	60	14,554	52	2,047	97	10,525	34	4,651	57	5,136	68	8,389	50	7,009
Double time.....	4	284	1	57	6	25	12	1,146	.....	.....	1	34	.....	100	4	225
Other.....	23	1,496	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
No information or no overtime policy.....	288	16,315	12	379	32	718	114	7,478	17	457	57	4,117	23	895	33	2,271
Total.....	757	72,752	73	14,990	90	2,790	235	20,534	52	5,122	122	9,890	95	9,593	90	9,833
<i>Only After Weekly Hours</i>																
Time and one-quarter.....	5	281	.....	.....	.....	.....	1	86	.....	.....	1	38	.....	.....	3	157
Time and one-half.....	210	19,621	9	358	55	1,407	13	1,419	8	292	68	7,713	25	3,622	32	4,810
Other.....	8	359	.....	.....	2	68	2	35	.....	.....	2	113	1	119	1	24
Total.....	223	20,261	9	358	57	1,475	16	1,540	8	292	71	7,864	26	3,741	36	4,991
<i>Sunday</i>																
Straight time.....	16	1,466	.....	.....	2	58	6	773	1	14	6	525	.....	.....	1	96
Time and one-quarter.....	9	558	1	31	.....	.....	3	241	.....	.....	.....	38	2	192	2	56
Time and one-half.....	(1)	304	14	1,614	62	2,482	79	8,187	28	2,949	53	6,287	37	5,515	31	5,922
Double time.....	150	26,458	44	13,030	23	408	21	2,553	11	1,903	9	1,674	38	4,513	14	2,377
Other.....	32	668	.....	.....	23	122	5	289	.....	.....	1	34	2	155	1	68
No information or no overtime policy.....	469	30,907	23	673	47	1,195	137	10,031	20	548	123	9,196	42	2,959	77	6,305
Total.....	980	93,013	82	15,348	147	4,265	251	22,074	60	5,414	193	17,754	121	13,334	126	14,824
<i>Statutory Holidays</i>																
Straight time.....	217	16,504	9	314	26	848	91	7,515	10	219	50	5,910	10	491	21	1,207
Time and one-quarter.....	6	778	2	239	.....	.....	3	528	.....	.....	.....	.....	.....	.....	1	11
Time and one-half.....	218	16,683	10	238	40	1,650	52	4,672	7	253	53	4,680	23	1,087	33	4,103
Double time.....	(2)	250	38	9,618	26	742	4	6,105	25	3,367	40	5,024	47	5,345	30	5,461
Double time and one-half.....	96	12,609	14	3,646	19	529	9	472	7	1,214	18	732	20	3,646	9	2,370
Triple time.....	3	458	2	331	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	127	.....
Other.....	59	5,592	2	757	25	304	16	1,568	.....	.....	1	71	12	2,489	3	403
No information or no overtime policy.....	131	4,727	5	205	11	192	36	1,214	11	361	31	1,337	8	149	29	1,269
Total.....	980	93,013	82	15,348	147	4,265	251	22,074	60	5,414	193	17,754	121	13,334	126	14,824

(1) See footnote (1) table IV(a)

(2) See footnote (2) table IV(a)

TABLE Va.—VACATIONS WITH PAY, BY REGION, IN THE FOOD AND BEVERAGES INDUSTRY, OCTOBER 1949

Length of Vacation and Service Requirements	CANADA			Maritime Provinces		Quebec		Ontario		Prairie Provinces		British Columbia	
	Establish-ments	Workers		Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers
INITIAL VACATION													
<i>One Week or Equivalent</i>	754	78,739		47	8,992	138	17,151	347	39,080	128	10,617	96	7,899
One week after:													
No specified service.....	27	1,015		2	27	8	607	10	221	4	60	3	100
1 to 5 months.....	6	1,111				1	66	5	1,045				
6 months.....	79	6,785		3	41	12	634	35	3,999	16	1,377	13	684
7 to 11 months.....	3	553											
1 year.....	612	65,593		40	3,709	110	14,755	292	32,523	105	9,070	65	5,506
Other.....	3	245		2	215	5	1,039	5	1,292	1	17	4	197
2 per cent of earnings.....	15	2,545											
½ day per month.....	9	892											892
Two Weeks or Equivalent													
Two weeks after:													
No specified service.....	174	11,536		25	1,997	9	700	28	3,053	82	3,042	30	2,744
One year.....	5	2,082		1	96	1	395	3	1,631				
Other.....	149	7,250		24	1,901	7	355	23	772	78	2,704	17	1,408
4 per cent of earnings.....	3	305				1	20	1	193	1	107		
One day per month.....	16	1,842						1	457	2	49	13	1,336
Other Vacation Periods.....	1	236										1	236
Total.....	929	90,511		72	5,989	145	17,851	375	42,133	210	13,659	127	10,879
MAXIMUM VACATION													
<i>Two Weeks or Equivalent</i>	365	35,092		20	2,128	41	6,741	164	18,039	82	3,944	58	4,250
Two weeks after:													
1 year.....	72	6,481		3	41	6	579	29	3,803	19	1,492	15	566
2 years.....	97	5,155		2	287	5	1,175	19	1,142	53	1,856	18	1,155
3 years.....	54	3,970		8	842	3	352	30	3,978	2	362	11	732
10 years.....	120	15,574		4	268	20	2,800	63	6,706	5	470	8	1,330
Other.....	25	2,677		2	684	1	876	20	1,977	2	30		
4 per cent of earnings.....	13	1,655		1	6	5	816	3	423			4	390
1 day per month.....	3	959				1	943			1		1	26
Other.....	1	51										1	51
Total.....	162	31,644		7	923	35	8,388	67	14,180	42	6,674	11	1,479
Three Weeks or Equivalent													
Three weeks after:													
Under 15 years.....	12	473				2	67			10	406		
15 years.....	22	2,763		2	23	6	1,244	6	613	3	537	5	346
20 years.....	72	19,191		4	649	13	3,282	27	8,902	22	5,225	6	1,133
25 years.....	47	8,275		1	251	14	3,795	28	3,780	4	449		
Other.....	9	922						6	865	3	57		
Other Vacation Periods.....	4	332				1	7	1	63	2	262		
No Increase over Initial Vacation	398	23,443		45	2,938	68	2,715	143	9,861	84	2,779	58	5,150
One Week or Equivalent	240	13,111		20	941	59	2,015	120	5,524	12	195	29	2,436
Two Weeks or Equivalent	158	10,332		25	1,997	9	700	23	2,337	72	2,584	29	2,714
Total.....	929	90,511		72	5,989	145	17,851	375	42,133	210	13,659	127	10,879

NOTE: Fifty-one establishments did not report information on vacations with pay.

TABLE Vb.—VACATIONS WITH PAY, BY INDUSTRY, IN THE FOOD AND BEVERAGES INDUSTRY, OCTOBER 1949

Length of Vacation and Service Requirements	Food and Beverages		Meat Products		Dairy Products		Canning and Preserving		Grain Mill Products		Bakery Products		Beverages		Miscellaneous Foods	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
INITIAL VACATION																
One week or Equivalent.....	754	78,739	69	14,489	97	3,430	169	15,955	46	4,468	164	15,682	98	11,898	111	12,817
One week after:																
No specified service.....	27	1,015	3	75	4	63	6	166	1	3	5	522	5	118	3	68
1 to 5 months.....	6	1,111						252			2	265			3	594
6 months.....	79	6,785	2	25	5	106	15	750	5	129	13	1,471	21	3,394	18	910
7 to 11 months.....	3	583					2	520				63				
1 year.....	612	65,563	63	14,372	88	3,261	122	11,596	40	4,336	142	13,331	71	7,443	86	11,224
Other.....	3	245					2	215			1	30				
2 per cent of earnings.....	15	2,545	1	17			13	1,585								
3 1 day per month.....	9	892					8	571					1	943	1	21
Two Weeks or Equivalent																
Two weeks after:																
No specified service.....	174	11,536	10	609	49	811	38	3,716	13	927	29	2,072	23	1,436	12	1,965
1 year.....	5	2,052					3	1,038			21	663			1	351
Other.....	149	7,230	10	609	49	811	20	1,129	13	927	24	1,161	23	1,436	10	1,157
4 per cent of earnings.....	3	305					2	213			1	92				
One day per month.....	16	1,842					13	1,336			2	49			1	457
Other Vacation Periods																
Other.....	1	236	1	236												
Total	929	90,511	80	15,334	146	4,241	207	19,671	59	5,395	193	17,754	121	13,334	123	14,782
MAXIMUM VACATION																
Two Weeks or Equivalent.....	365	35,092	16	955	62	1,612	53	5,361	14	912	100	10,581	61	7,373	59	8,295
Two weeks after:																
1 year.....	72	6,481	1	22	7	203	16	855	2	85	12	1,473	21	2,739	13	1,104
2 years.....	97	5,615	1	18	31	361	5	532			29	216	14	693	11	1,546
3 years.....	54	5,970	2	255	19	950	9	976	1	182	10	1,005	15	887	8	1,894
10 years.....	100	11,574	10	593	3	73	7	1,322	5	426	36	4,703	15	1,563	21	2,894
Other.....	25	2,767	2	67	1	6	1	1,190			8	543	2	458	5	800
4 per cent of earnings.....	13	1,635					4	569			4	190	3	410	1	16
1 day per month.....	1	51					1	51			1	30	1	943		
Three Weeks or Equivalent	162	31,644	46	13,459	29	1,615	9	2,087	19	3,459	21	3,593	16	3,940	22	3,491
Three weeks after:																
Under 15 years.....	12	473	1	50	7	118							3	282	1	23
15 years.....	22	2,763	13	2,022	2	36	1	84	4	562			1	28	1	11
20 years.....	72	19,191	31	11,383	5	336	5	1,314	5	994	7	1,659	4	986	15	2,499
25 years.....	47	8,275	1	4	10	891			10	1,903	13	1,875	8	2,644	3	955
Other.....	9	922			5	194	3	689				59				
Other Vacation Periods																
Other.....	4	332	1	167					1	95			2	70		
No Increase over Initial Vacation	998	23,413	17	753	55	1,014	145	12,223	25	929	72	3,577	16	1,951	12	2,996
One Week or Equivalent.....	240	13,111	10	412	13	307	107	8,507	14	250	43	1,505	21	634	32	1,496
Two Weeks or Equivalent.....	158	10,332	7	341	42	707	38	3,716	11	679	29	1,305	21	1,317	10	1,500
Total	929	90,511	80	15,334	146	4,241	207	19,671	59	5,395	193	17,754	121	13,334	123	14,782

NOTE: Fifty-one establishments did not report information on vacations with pay.

TABLE_VIa.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR, BY REGION, IN THE FOOD AND BEVERAGES INDUSTRY, OCTOBER 1949

Number of Statutory Holidays Observed	CANADA		Maritime Provinces		Quebec		Ontario		Prairie Provinces		British Columbia	
	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers	Establish-ments	Workers
None	18	453		6	159	8	218	4	81			
1-3	30	1,164		11	236	4	177	12	713	1	15	2
4	19	1,324		3	105	5	130	9	764			2
5	22	2,998		4	906	7	1,298	9	582	1		1
6	85	5,913		8	285	16	994	42	3,918	14	376	5
7	119	11,764		6	1,045	26	3,524	70	5,918	12	810	5
8	357	42,064		26	1,763	26	6,103	179	25,261	116	7,929	10
9	195	16,610		24	2,489	7	586	40	3,686	35	1,972	89
10	58	4,880		2	57	20	1,491	9	1,074	35	1,807	12
11	30	3,008		2	29	15	2,160			11	682	2
12	19	1,308		2	291	8	908	3	60	6	49	
More than 12	13	688				12	596			1	92	
No information reported	15	819		7	315	2	80	5	371			1
Total	580	93,013		101	7,680	156	18,265	382	42,428	212	13,704	129
Number of Statutory Holidays Paid For Although not Worked												
None	152	10,760		33	3,597	38	1,567	57	4,129	2	72	22
1	22	903		4	68			16	766			1
2	33	1,277		3	76	5	357	20	874	1	15	796
3	14	1,974		3	86	5	884	6	1,034	2	32	3
4	20	2,808		7	931	4	129	13	1,844			
5	23	2,580		1	155	0	1,022	3	320	1	366	4
6	84	10,752		4	136	20	3,112	44	6,971	14	376	2
7	84	9,516		3	354	22	3,901	46	4,426	12	810	1
8	294	35,406		17	1,758	22	5,667	128	18,764	117	8,487	10
9	144	9,596		10	753	5	462	27	1,619	32	1,368	64
10	33	2,570		1	34	8	231	4	711	12	1,314	8
11	13	805				4	184			9	607	1
12	4	583				3	424	3	60	6	49	
More than 12		182				3	90			1	92	
Other periods paid for	3	227								1	95	2
No information reported	34	1,824		9	382	7	325	13	871	1	19	4
Total	980	93,013		101	7,680	156	18,265	382	42,428	212	13,704	129
												10,936

TABLE VII.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR, BY INDUSTRY, IN THE FOOD AND BEVERAGES INDUSTRY, OCTOBER 1949

Number of Statutory Holidays Observed	Food and Beverages		Meat Products		Dairy Products		Canning and Preserving		Grain Mill Products		Bakery Products		Beverages		Miscellaneous Foods			
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers		
None.....	18	458			2	43	16	415										
1-3.....	30	1,164			16	588	8	435			3	113			2	18		
4.....	19	1,324			3	96	11	1,023		1	16	1	84		29	76		
5.....	22	2,998			36	280	9	1,438				3	838		2	406		
6.....	85	5,918			14	318	33	2,990		5	643	8	477		15	827		
7.....	119	11,764			6	177	19	510		23	2,405	16	1,506		15	3,039		
8.....	357	42,064			48	12,636	43	3,757		21	1,996	73	8,690		47	6,388		
9.....	195	16,610			13	1,834	7	216		9	335	54	2,928		31	1,971		
10.....	58	4,890			4	336	2	94				19	2,170		10	326		
11.....	30	3,008			2	11	5	338		1	19	9	687		8	399		
12.....	19	1,308			2	78	6	706				4	32		1	343		
More than 12.....	13	988				15		215				3	229		1	201		
No information reported.....	15	819					15	819										
Total.....	980	93,013			147	4,265	251	22,074		60	5,414	153	17,754		121	13,334		
Number of Statutory Holidays Paid for Although not Worked																		
	None.....	152	10,760			8	568	97	6,968		7	117	12	805		1	17	
	1.....	22	903			6	225	11	499		2	37				3	142	
	2.....	33	1,277			14	360	8	541		1		3	116		5	228	
	3.....	14	1,974			1	42	4	629				3	743		2	168	
	4.....	29	3,808			3	96	19	3,109		2	41	1	84		2	79	
	5.....	23	2,580			4	125	9	1,407		1	101	2	452		1	12	
	6.....	84	10,752			3	204	13	931		4	804	8	536		25	3,974	
	7.....	84	9,516			3	67	272	3	170		20	2,380	15	1,910		11	1,419
	8.....	294	35,406			54	14,195	69	1,275		15	533	70	8,544		36	4,675	
	9.....	144	9,896			5	435	38	3,372		4	119	51	2,728		28	2,112	
	10.....	33	2,570			1	17	5	743				14	1,069		7	562	
	11.....	14	805			2	11						7	554		1	27	
	12.....	13	533			3	15	3	397				4	32		1	11	
	More than 12.....	4	182				15						1	92		1	28	
	Other periods paid for.....	3	227								2	216					1	11
	No information reported.....	34	1,824								2	54		2	89		1	33
Total.....	980	93,013			147	4,265	251	22,074		60	5,414	193	17,754		121	13,334		

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

EMPLOYMENT CONDITIONS DURING AUGUST 1950

Lay-offs of workers due to the railway strike highlighted the employment situation during August. In addition to the 125,000 railway workers out on strike, 47,000 other railway employees and 23,000 wage-earners in other industries were reported as temporarily off work. The mining industry suffered the heaviest lay-offs with 11,000 men involved but flour milling, meat packing, iron and steel, chemical and non-metallic mineral products plants were also hard hit. Emergency storage arrangements, and the indication that the strike would be of short duration, prevented the lay-offs from becoming more wide-spread.

Employment continued to expand during August as stepped-up defence preparations provided an added stimulus to an already strong demand for labour based on the high level of consumer income, the heavy investment program and a good export market for Canadian products, particularly in the United States. With only three of every one hundred Canadian workers not at work it is estimated that about 300,000 more workers were employed in August than at the low point in employment last April.

Registrations with the National Employment Service continued to decline rapidly and at August 24 reached their low point to date for the year, at 146,000. In the last week of the month, however, there was an increase of 6,000 in this total as a result of lay-offs due to the railway strike.

Due to increased registrations of women, this total of 146,000 was 7,600 above the figure at the same date in 1949. Women workers increased by 14,700 because of the large number of married women in the labour market, together with a decline in employment opportunities for women in certain industries, particularly manufacturing. The rising cost of living was reported as the principal reason for the increase in female job-seekers.

Primary iron and steel, non-ferrous metals, electrical apparatus, and pulp and paper were among the manufacturing industries which continued to respond to the stimulus of increased demand for their products both in Canada and the United States. Until the rail dispute, this was reflected in an increase in manufacturing employment. Now that the railways are

once more in operation, many new hirings can be scheduled and for the balance of the year employment in manufacturing is expected to be above the high level reached in 1949.

Neither agriculture nor logging was seriously affected by the strike. Although late frosts reduced the western wheat crop considerably, the demand for harvest workers was strong. The heavy demand for loggers exceeded the supply in most parts of the country and this situation is expected to continue throughout the rest of the year. The construction industry was close to its seasonal peak during August and the shortage of skilled construction workers was increasing.

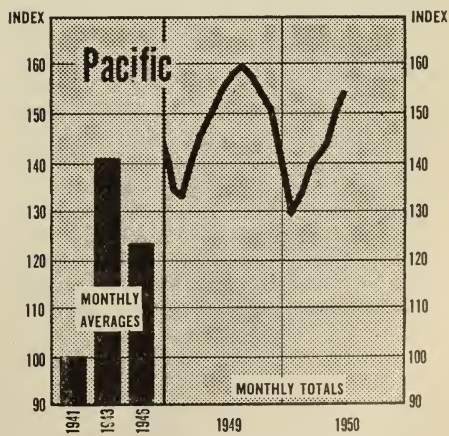
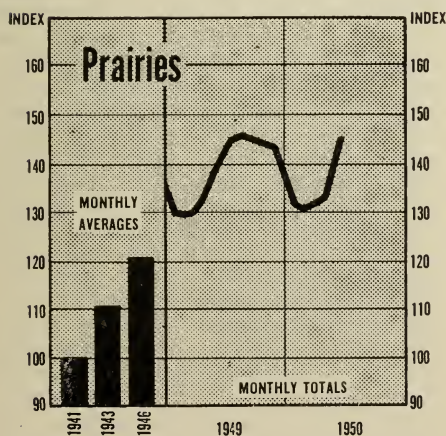
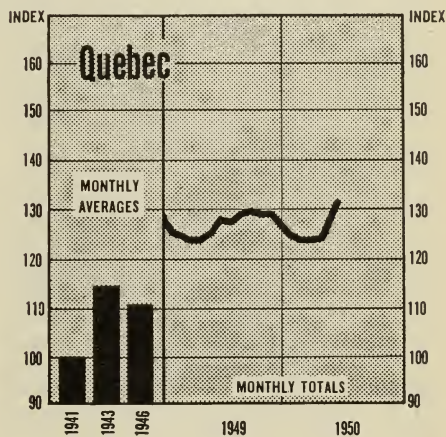
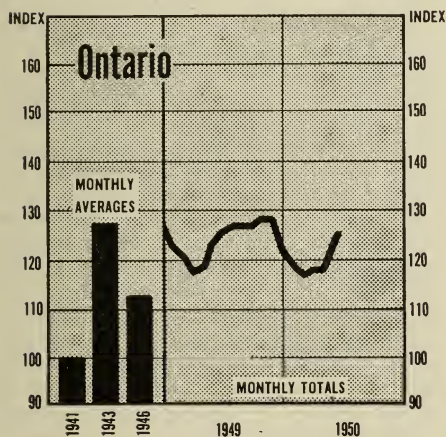
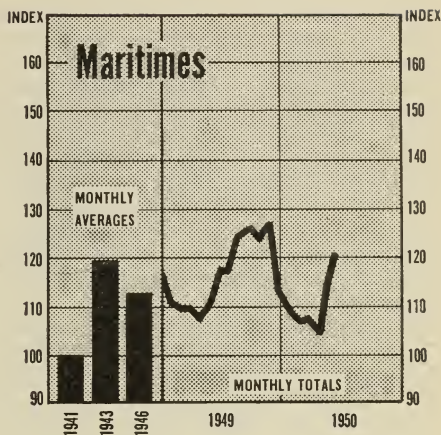
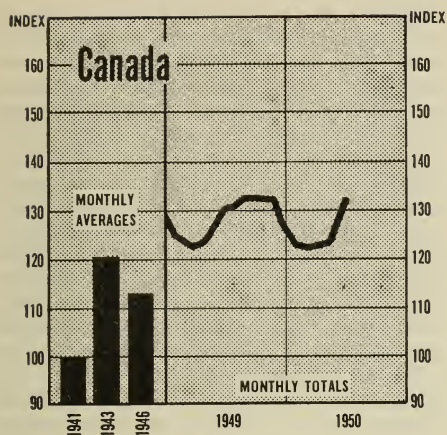
Regional Analysis

Throughout the *Maritime* provinces, high levels of employment were maintained or increased during August. The principal industries responsible for the favourable employment situation that exists in most areas were construction, forestry, agriculture and mining. Despite the adverse effects of the railway strike, active registrations at National Employment Service Offices in the three provinces declined slightly during the month, from 18,200 at August 3 to 16,800 at August 31. Lay-offs due to the rail strike were responsible for a slight rise in the total over the last week of the period, but nevertheless it had declined to less than the comparable 1949 figure.

While hirings for woods employment slackened somewhat with the end of the pulp peeling season, continuing strong demand for pulp and newsprint indicates

REGIONAL EMPLOYMENT TRENDS

(1941 = 100)



that fall and winter cutting activity will be much higher than last year and some firms have placed standing orders for woods workers with local Employment Service offices. The present high level of lumber cutting employment is expected to continue, as demand for lumber shows little sign of slackening. Fall and winter employment conditions, especially in Northern New Brunswick, are thus likely to be much better than they were last year. The record volume of construction in the Maritimes is also likely to continue, at least until late in the season, and has occasioned a very tight labour situation in some areas, notably Summerside, where there is also very strong demand for agricultural workers.

Lay-offs resulting from the rail strike, as reported through offices of the National Employment Service, affected between 5,500 and 6,000 workers in the Maritimes, with the bulk of these (3,600) being coal miners. Relatively few of these, however, registered with the Employment Service. Long unused coastal shipping routes were re-employed during the strike to offset deliveries to many points, especially in Nova Scotia, and some truckers emerged from the period with increased clientele and new, long-term contracts.

In **Newfoundland**, employment conditions continued to improve during August, and registrations at National Employment Service offices fell from 9,600 at August 3 to 6,600 at August 31. The confirmation of a United Kingdom contract for 200,000 tons of iron ore from the Wabana Mines and the strong demand for woods workers resulting from the continually expanding newsprint markets in the United Kingdom and the United States were largely responsible for this improvement. The shore and Labrador fisheries have been generally good, although catches on the banks were very light. The cessation of railway operated coastal shipping interrupted the placement of workers with the railway and logging camps in the northern parts of the island, and caused the layoff of some 500 railway extra gang workers. With the rail strike ended, extra gang employment is expected to increase during September.

Total registrations on hand at National Employment Service offices in the **Quebec** region declined from 49,600 at August 3 to 45,800 at August 31, remaining about 4,500 above the comparable 1949 total only because of the relatively unfavourable employment situation for women. At August 31, there were 6,000 more live applications from female job seekers than at September 1, 1949.

Slightly more than 2,000 workers, all but a few in various branches of manufacturing, were reported to have been laid off as a result of the railway strike, although few registered with the Employment Service. Generally, however, manufacturing industries were overcoming the summer slackness, and short-time work became less prevalent during August. This is particularly true of secondary textiles, chemical products and footwear manufacturers. Increased aluminum smelting activity in Shawinigan Falls absorbed 175 employees and a Montreal aircraft firm began re-tooling for a \$100,000,000 government order for jet aircraft which will bring substantial increases in employment there. In addition, the usual exodus of students from summer employment left a number of job openings in various lines throughout the region.

Strong demand for pulpwood and lumber cutters, for various areas of the region, in Ontario and in the New England States, continued throughout August and generally exceeded the supply. Although the heavy hay and grain harvests in the region are now over, the supply of workers for woods employment is not likely to improve immediately, due to the continuing high level of construction activity, to the Prairie harvest excursion, which may absorb several hundred, and to current recruiting in the Rivière du Loup area for the Maine potato harvest. The strong demand for woods workers, with some firms already advancing recruits the cost of transportation to the job, may create shortages of miners and mine workers in areas such as Val D'Or.

The already high level of employment activity in the **Ontario** region was augmented during August, as harvesting, both locally and in the Prairies, pulpwood and lumber cutting, construction and a variety of branches of manufacturing all absorbed additional numbers of workers. The number of active job applications registered with National Employment Service offices in the region, continued to decline until the last week of the period, when some workers laid off on account of the rail strike registered. Partially as a result of these registrations, the 39,800 live applications were some 1,300 higher at August 31 than at August 3, and 5,000 higher than at the same time last year. Almost all the increase was due to the greater number of applications from female workers.

Of the 7,100 reported to have been laid off on account of the rail strike, 3,000 were base metal workers in the Sudbury area. The remainder were employed in various branches of manufacturing throughout the region, with food products and transportation equipment workers predominating.

While still relatively light, the registration of these workers with local Employment Service offices appears to have been more general than in the other eastern regions.

Despite vacation shut-downs and the rail strike, however, manufacturing establishments in the Ontario region generally maintained high level activity, with a considerable volume of hiring. Primary and secondary textile plants, in areas such as Toronto, Welland, Niagara Falls and Trenton became more active during the month, but short-time work or reduced staff continued in effect in mills in Carleton Place, Collingwood and Woodstock. Throughout the iron and steel, machinery, transportation equipment and non-ferrous metals products, and the auto manufacturing centres, steady hiring was general, and some substantial expansion took place. Food packing and processing establishments were hiring large numbers for seasonal work, while plants in other areas are preparing to process tomatoes and other vegetables.

Peak activity in the construction industry continued through the month, with shortages of skilled tradesmen becoming more general and materials difficult to obtain, in some areas, a situation that was aggravated by the rail strike.

In the *Prairie* region, live registrations with the National Employment Service declined by a further 12 per cent during August to a total of 19,930. Except for Quebec, this region shows the greatest increase in registrations over the same period last year, and is the only one in which male registrations are greater than a year ago. The increase may be accounted for partly by the unusually late harvest and partly by lay-offs resulting from the railway strike. As well, the reluctance of employers in the area to hire additional men during the strike would be reflected in registration figures.

Cold weather during the month has reduced the near-record grain crop. On August 14, snow fell in the Peace River district, and during the last week of the month there were several degrees of frost over most of the region, the heaviest damage occurring in Saskatchewan. The full extent of the damage cannot be determined until the harvest is completed, but it is known to be considerable, with both yield and quality adversely affected. Nevertheless, the demand for harvesters from the East has not been appreciably diminished, for crops are being harvested in all but a few places. As well, the harvests in Manitoba and Saskatchewan are coinciding this year, and there will be fewer bush workers from the Lakehead going West for harvest-

ing employment. Of the estimated 2,500 to 3,000 harvesters required, about 1,000 had arrived by September 8 to satisfy the more urgent requests.

The effect of the railway strike on employment was generally less extensive than had been expected. The most serious lay-offs occurred in the Edson and Blairmore districts where 3,750 coal miners were temporarily released. Lay-offs in flour mills and packing plants accounted for a further 1,360 out of the total of 7,150 in the region (excluding railway workers) who were laid off because of the strike.

Continuing strong demand for base metals, lumber and pulpwood products combined with a successful fishing season has brought employment in the *Pacific* region to a high level. While job applications with the National Employment Service in other regions increased, or declined very moderately, those of the Pacific region decreased 13 per cent from last year, and 9 per cent during the month. Coal production is the only adverse feature of the employment situation. This industry is hampered by a shortage of coal cars inland, while on Vancouver Island high trans-Pacific shipping rates are damaging possible export markets.

At Vancouver, the fishing season was at its peak. With the pack to date exceeding that of the previous season by 100,000 cases, canneries were busier than usual, but, in most instances, the local labour supply has been adequate. In coastal waters, landings of all types of fish for the first seven months were up \$3,500,000 in value from the same period last year. The increase was due mainly to a larger sockeye salmon catch, which would have been much greater had the Adams River run materialized. This run has produced but 15 per cent of the expected catch, with a consequent loss of potential employment and income in the fishing and canning industries.

Several heavy rains during the month reduced the fire hazard on Vancouver Island and logging continued in full swing. A heavy construction program, including housing for naval establishments, and public and commercial buildings has created a shortage of skilled tradesmen, particularly plumbers and pipefitters. As a result of the strike of railway unions and the Seafarers International Union, now settled, 800 men were temporarily unemployed and the flow of tourists to the island was interrupted.

At Prince Rupert there has been a heavy demand for loggers as the operations of the Columbia Cellulose Company develop. A drive for 40 million feet of logs on the Skeena River took place this year and this is expected to increase to an annual drive

of 100 million feet. Prince George has been experiencing an exceptionally heavy season of railway, highway and building construction, though elsewhere inland activity in this industry has been below that of last year.

From New Westminster to Chilliwack and throughout the surrounding areas the harvesting of seasonal crops has been under way with the available labour supply sufficient to meet most demands. In the Okanagan Valley, the apple crop is maturing, with an expected pack of 7,000,000 boxes. About 1,500 pickers will be required by mid-September, of whom 300 may become available as hop-picking finishes at Chilliwack.

Industrial Analysis

The seasonal peak in *farm labour* requirements was reached during August, with the heaviest demand centred in the eastern provinces. In the Prairies, the harvest was delayed in some areas by cool and rainy weather and was just getting under way at the end of August. In British Columbia, seasonal crops were being harvested and sufficient labour was reported available in most areas.

Most Eastern farmers were able to obtain sufficient labour to harvest their crops, although a few areas in Ontario reported shortages of farm help. About 1,200 harvesters were brought in from the Maritimes and the Prairies to work until the end of August. During the month, the National Employment Service was recruiting men in the East for the annual harvest excursion to the West, about 350 were sent before the rail strike began. During the strike, a substantial number of workers went out by car on their own but a number of loggers laid off from bush work in Northern Ontario and Quebec, who ordinarily would have been available for the harvest, found other jobs. Another large movement of workers during the month was that of skilled tobacco men from the southern United States to Ontario tobacco growing areas, in which an estimated 2,500 took part.

Although the demand for labour had not reached its peak in the Prairies during August, shortages of labour were already developing in that area. Local labour in Saskatchewan was reportedly more scarce than last year, due in part to improved crops in some sections. The Manitoba and Saskatchewan harvests were expected to occur at about the same time this year, thus concentrating labour demand into a shorter period. Wages offered harvest help during August in the West were generally

from \$6 to \$8 per day for stookers and \$9 to \$12 per day for threshers.

In the Eastern Canada *logging* industry, the demand for workers was strong in all areas during August as logging companies were finishing off a heavy summer. Shortages of loggers were general during the month, particularly since construction and farming were making heavy demands on the same labour pool. The end of the pulp peeling season in August did not bring a sufficient reduction in demand to offset this general condition of shortage. During the month, Northern Ontario and Anticosti operators were recruiting cutters in the South Shore counties of Quebec and some 3,300 Canadian loggers were working in Maine.

A new labour agreement, affecting the larger pulpwood producers in Northwestern Ontario was reported which would provide an increase of fifty cents a day for day labour as well as increases in piece rates. An increase of ten cents a day in the rate of board was also provided for.

The British Columbia logging industry continued to operate at capacity during August, although limited by lack of skilled labour. Ideal weather conditions prevailed in all but a few areas where hot weather and forest fires forced short closures. The largest United Kingdom order in several years was recently placed, for 260,000,000 board feet at approximately \$20,000,000, and will be an important factor in maintaining the present high level of employment.

Base metal *mining* in both Ontario and Quebec have been increasing their employment and production, in response to the heavy demand from the United States. Nickel, copper, cobalt, lead and zinc are all in heavy demand, and there have been price increases recently in all of these metals. Mine operators in most areas report a shortage of experienced workers, and in Quebec there has been considerable demand for immigrant workers to meet the need.

Gold production has also increased over that of last year, and labour demand is quite strong. The difficulties of the industry in finding the required number of workers have been increased by the exodus of single workers from the mining areas to the industrial sections of the country. Shortage of experienced miners in gold mining camps is becoming acute.

In the Quebec-Labrador area, continuous field work is revealing more iron ore deposits. In Newfoundland, a contract for 200,000 tons of iron ore received from the United Kingdom, has meant increased demand for workers in that area.

The shortages of coal cars during the railway strike forced the lay-off of about 8,000 miners in Nova Scotia and Alberta. Since nickel mines in Sudbury are dependent on the National Railway for delivery of ore, about 3,000 men were laid off in the nickel mines in this area during the strike.

Quarrying of cement rock, limestone and the digging of sand and gravel are giving employment to larger numbers of men than in previous years. This section of the mining industry has expanded in response to the heavy program of construction now reaching its seasonal peak.

By the beginning of August, the employment situation in **manufacturing** contrasted sharply with that of a few months before. Employment in manufacturing was above that of the corresponding period in 1949, for the first time this year, and there was a pronounced increase in labour demand, which had been at a low point in the first quarter of 1950.

Industries where labour demand is strongest are those which have been most directly affected by the defence preparations, and by the boom in the United States economy. By the beginning of July, the strong demand for many Canadian products in the United States had led to expansion in employment in sawmills, newsprint plants, and smelters refining nickel and base metals. In addition, increases in sales of consumer durables had resulted in a higher level of employment in the electrical apparatus and automobile industries. During August, the heaviest demand for workers came from the iron and steel group, particularly those firms producing primary iron and steel and fabricated steel parts. Skilled moulders and machinists, as well as workers experienced on aircraft production were much in demand, and in some cases, there were shortages of suitable applicants.

The new stimulus to increased production and employment has not yet spread to all sections of manufacturing industries. Although leather footwear and some sections of the textile industry are increasing their employment seasonally, some branches

of the textiles are still operating below last year's level, and short time work persists in a few areas. This has tended to reduce job openings for women, since these industries employ a large proportion of female workers.

The railway dispute at the end of August meant that many employers had to postpone temporarily plans for adding to their staffs, while a considerable number laid off workers for a short time. With the railways once more in operation, employment in many important branches of manufacturing will probably continue to expand, and the general level is expected to be above that in 1949 for the remainder of the year.

With an unprecedented volume of work on hand, the **construction** industry was at its peak of seasonal activity during August. A shortage of qualified workers in almost all of the many skills required by the industry became more of a limiting factor as the season progressed, although the labour force in the industry was the largest in its history. Unskilled labour, which constitutes an estimated 60 per cent of the working force in building construction was generally in satisfactory supply. Material shortages were also a limiting factor with cement and bricks in particular in short supply in some areas.

Due to the heavy demands of the 1950 program, construction costs both of labour and materials, continued to rise during the summer. The average wage paid in building construction at July 1 was \$46.75, or about 8 per cent more than a year ago. The Dominion Bureau of Statistics price index of residential materials in July was 245.2 (1935-39=100). The comparable July figure last year was 227.1.

In spite of this increase in costs, new contracts awarded during August were the highest ever for that month, at \$144 millions. This brought the total value of contracts awarded in the first eight months of 1950 to \$882 millions, 20 per cent more than the eight-month total in 1949. The distribution of this increase among the four main types of construction work is shown in the following table:—

Construction Contracts Awarded, First Eight Months, 1949 and 1950 .
Millions of Dollars

(Source: MacLean's Building Reporter)

Type	1949	1950	Per Cent Increase
Residential	309.0	358.1	16
Business	196.9	268.1	36
Industrial	75.9	91.5	20
Engineering	127.0	163.9	29
Total	708.8	881.6	24

Employment Service Activities

Only with considerable difficulty were sufficient workers being found to harvest the Prairie wheat crop, despite the recent reduction in yield from the earlier anticipated near record levels. This was evidence of the favourable employment conditions which existed in Canada during August and early September and reflected the steady absorption of workers which has taken place since the spring upswing in activity. The number of live applications at employment offices had fallen to 145,900 at August 25, the date before applications increased because of the railway strike. This figure compares with 435,000 early in April, showing that nearly 300,000 workers, as well as this year's graduates from universities and high schools, had found employment in the past four months.

The National Employment Service played an important part in finding jobs for these workers. From May to July, placements exceeded the record of the past four years for this period for Canada as a whole and in most regions. Primarily, this improvement was the result of the buoyant state of the Canadian economy, but it was significant that the expansion in job opportunities was of a type suitable for absorbing the available help. Vacancies reported to employment offices during this period, while higher than in 1949, fell short of the 1947 and 1948 levels. The jobs reported this year, however, were diversified occupationally, for both unskilled and skilled, and were in areas where workers were available, such as Quebec and New Brunswick.

By August 25, applications from male workers totalling 90,600 were 7,000 less than one year ago. All regions except the Prairies showed a decline in applicants over the year, while the rise in the Prairies was largely the result of an increased transient labour force, attracted particularly to Alberta by the high degree of prosperity in that region.

The situation was not as favourable for women applicants and their absorption into employment lagged throughout the summer months. By August 25, 55,300 applications were on hand from women, almost 15,000 more than at the same date last year. About 4,600 of these additional applications were reported in Montreal while the others were scattered throughout the country; each region showed higher registrations than the year before. The new applications were in all occupations although workers in the textile and leather industries showed the largest proportionate rise. The changes in the number of women applicants over the year are shown on the above chart.

The divergence between men and women workers can best be explained by examining the basic trends influencing the upswing in employment. The seasonal expansion in employment affects mostly the primary industries which employ men almost entirely. The food processing industries and tourist trade are exceptions but frost damage in British Columbia and a late season in Ontario had reduced job opportunities in food plants, while employment in the tourist trade had remained at approximately last year's level. The renewed strength of the manufacturing industry was an important factor in the current prosperity, but expansion was mainly in the durable goods industries—iron and steel, automobile manufacturing and machinery building—which again largely employ male workers. Lighter manufacturing industries, such as textiles and leather, which mostly employ women workers, have not shown any significant expansion.

Moreover, the supply of women applicants appears to have changed from predominantly single women to married women, and employers are reluctant to hire them if single girls are available. This has resulted in a core of applications from married women remaining on file at employment offices. Some 45 per cent of the women claiming unemployment insurance at the end of August had been on the live employment register for more than two months; 34 per cent had been registered for more than three months. About two-thirds of the women seeking employment are claiming unemployment insurance.

Barring the disruptions caused by the railway strike, demand for labour, particularly for unskilled workers, was strong. The supply of unskilled workers who were not attached to any particular industry group, was 6,500 below the level of 1949 at the end of August and demand was heavier in almost all industrial groups. Farm labour needs were at their peak at this time. Logging was competing with agriculture for workers, while construction and manufacturing maintained an active demand. Too, the labour force had been depleted by workers enlisting in the special Korean service force.

The railway strike was reflected in an increase of 5,700 in the number of applications for work at employment offices during the week August 25 to August 31, but applications continued their downtrend in the following week although at September 6, they were still slightly higher than before the strike.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index rose 1.3 points to 169.8 between August 1 and September 1, 1950. This compared with a level of 162.3 for September, 1949 and 161.0 for January, 1950. In rising from 216.7 to 218.8, the food index accounted for one-half of the increase in the total index. Among individual foods to register increases were beef, pork, lard, coffee, sugar, butter and eggs. Decreases were noted for practically all fresh vegetables. Among other groups, fuel and light rose 2.4 points to 140.8 due to sharply higher prices for coke and a small increase in coal. Advances in furniture, furnishings, cleaning supplies and hardware items moved the home furnishings and services index 2.2 points to 171.1. The clothing series gained 1.4 points to 182.3 due mainly to increases in men's suits, topcoats and shoes, and women's hosiery. Rentals rose 0.6 to 135.5 reflecting the results of an August quarterly survey of tenants. An increase of 0.3 to 132.8 in the miscellaneous index followed a sharp advance in automobile tires, coupled with increases in street car fares at Hamilton and gasoline at Toronto.

From August, 1939 to September, 1950, the increase in the cost-of-living index was 68.5 per cent.

Cost of Living in Eight Cities

Continuing increases for foods were again mainly responsible for advances in the composite cost-of-living indexes for the eight regional cities during July. Notable among food price changes were meats, followed by eggs, sugar, and coffee. Increases in telephone rates in Ontario and Quebec were reflected in higher indexes for home furnishings and services in Montreal and Toronto. Fuel and light moved up in Toronto also, due to an advance in coke. Clothing was higher in Halifax, Saint John, Toronto and Edmonton, while other groups were steady.

Composite city index increases between July 3 and August 1 were as follows: Edmonton 1.6 to 165.0; Winnipeg 1.2 to 163.1; Saint John 0.9 to 164.9; Saskatoon

0.8 to 167.2; Montreal 0.7 to 172.3; Vancouver 0.6 to 169.6; Halifax 0.4 to 158.9 and Toronto 0.2 to 164.4. In the same period the Dominion index rose 1.0 to 167.2.

Wholesale Prices, July, 1950

The general index of wholesale prices rose 1.9 points to 166.9 between June and July, 1950. All of the eight major groups moved up during this period, the largest increases being recorded by Animal Products and Wood Products, both of which rose 4.8 points to index levels of 177.8 and 205.8 respectively. Vegetable Products advanced 1.1 points to 150.1. Fractional increases were recorded by the remaining groups: Non-ferrous Metals edging up 0.9 point to 159.1, Chemical Products, 0.6 to 118.6, Non-metallic Minerals, 0.4 point to 140.7, Textile Products, 0.2 point to 165.6, and Iron and Its Products, 0.1 point to 182.5.

Among important commodities to record increases between June and July were the following: onions 48.6 per cent, raw rubber 34.4 per cent, potatoes 34.1 per cent, cedar lumber (level siding) 31.8 per cent, pepper 30.8 per cent, cocoa beans, African, 24.8 per cent, halibut 22.4 per cent, solder 19.4 per cent, fowl 16.7 per cent, tin ingots 15.5 per cent.

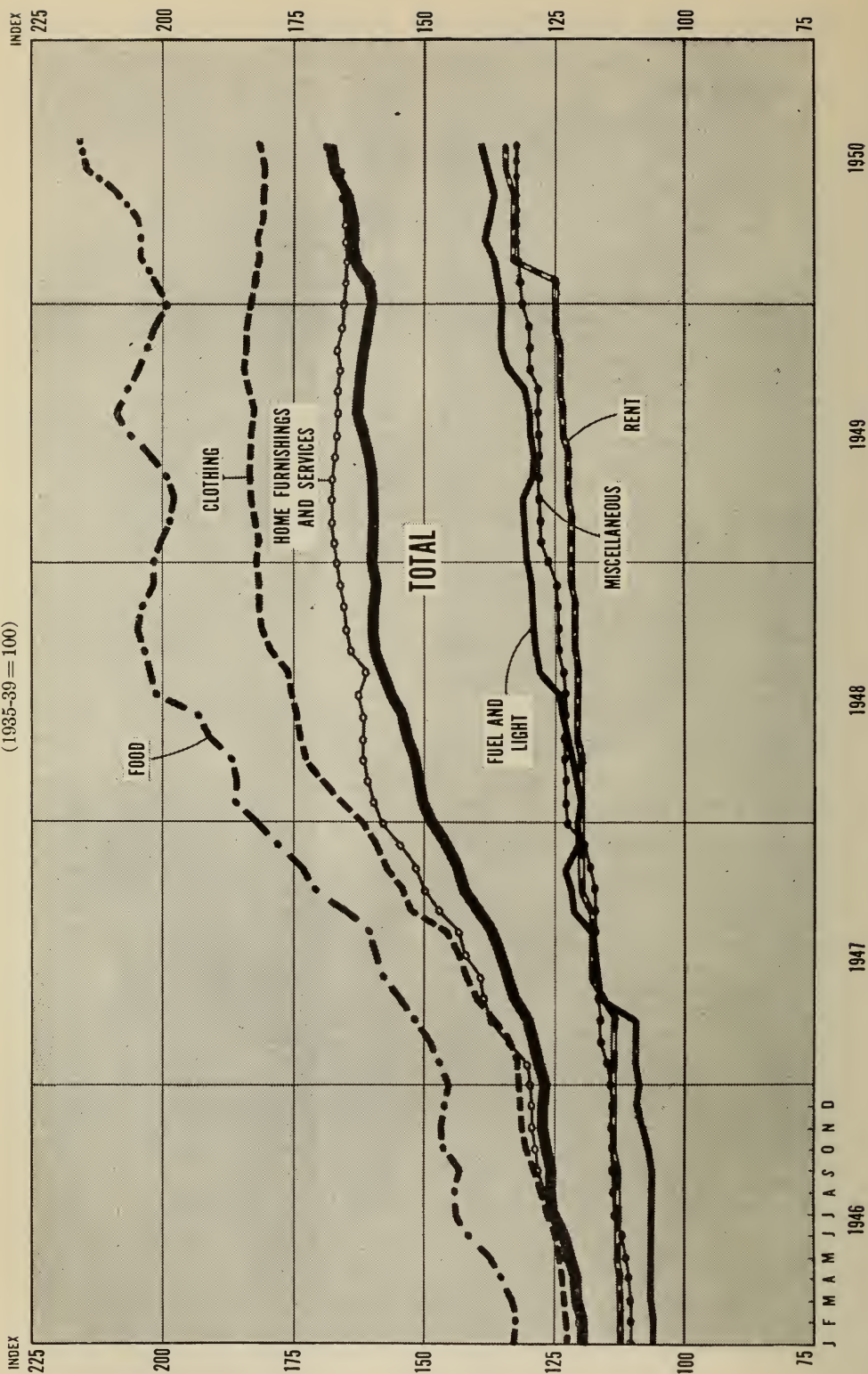
Decreases between June and July were recorded as follows: Ontario Wheat 24.4 per cent, lemons 14.7 per cent, Salt Spring Mackerel 12.1 per cent, Ontario oats 10.5 per cent, Timothy hay (Montreal) 10.3 per cent, lamb carcass (Montreal) 9.4 per cent, gluten feed 8.3 per cent, bran 7.9 per cent, cast iron scrap 7.9 per cent, linseed oil 4.8 per cent.

The Canadian farm products wholesale price index advanced 2.0 points to 154.2 between June and July. Animal Products rose 4.8 points to 200.8, influenced by higher prices for poultry, hides, and skins, livestock, eggs and raw wool. In the Fields Products, group increases in potatoes and onions outweighed decreases in grains and hay to move the index up 0.4 point to 126.4.

* See Tables F-1 to F-6.

COST OF LIVING IN CANADA FROM JANUARY, 1946

(1935-39 = 100)



STRIKES AND LOCKOUTS*

Canada, August, 1950

The time loss of a million man-working days resulting from the strike of 125,000 non-operating railway workers was responsible for a time loss during August which was the second highest of any month in the records of the Department. The greatest amount of time lost in any one month was in June, 1919, when a million and a quarter days were recorded. The third highest was in June, 1946, with a loss of 934,000 days, brought about mainly by work stoppages in the logging and lumbering industries, in textiles, rubber, motor vehicle and metal industries, and by a strike of seamen on the Great Lakes.

Further information on the railway strike appears elsewhere in this issue. Apart from this work stoppage, the number of workers involved in strikes and lockouts and the resulting time loss in August were little changed from the previous month or from August, 1949. Other strikes which caused the most time loss during the month were: civic employees at Hamilton, Ont., knitting factory workers at St. Jérôme, P.Q., and can and canning equipment factory workers at Toronto, Ont.

Preliminary figures for August, 1950, show 19 strikes and lockouts in existence, involving 129,787 workers, with a time loss of 1,053,000 days, as compared with 32 strikes and lockouts in July, 1950, with 6,379 workers involved and a loss of 50,750 days. In August, 1949, there were 20 strikes and lockouts, with 4,574 workers involved and a loss of 36,276 days.

For the first eight months of this year there were 99 strikes and lockouts, involving 149,122 workers, with a loss of 1,263,322

man-working days. For the similar period in 1949 there were 92 strikes and lockouts, with 32,005 workers involved and a loss of 766,013 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in August, 1950, was 1.26 per cent of the estimated working time; 0.06 per cent in July, 1950; 0.04 per cent in August, 1949; 0.19 per cent for the first eight months of 1950; and 0.11 per cent for the first eight months of 1949.

Of the 19 strikes and lockouts in existence in August, 1950, one was settled in favour of the employer, seven were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the month nine work stoppages were recorded as unternminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; textile products factory workers at St. Lambert, P.Q., August 29, 1949; printers at St. John's, Newfoundland, May 22, 1950; and department store clerks at New Westminster, B.C., on August 27, 1949.

* See Tables G-1 and G-2.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1950, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

Figures for work stoppages beginning in May, 1950, were 129 with five still in progress from the previous month, making a total of 134 during the month. In all stoppages of work in progress, in May, 1950, there were 22,400 workers involved, causing a time loss of 51,000 working days.

The number of work stoppages beginning in June, 1950, was 120 and 20 were still in progress from the previous month, making a total of 140 during the month. In all stoppages of work in progress in the period there were 28,400 workers involved and a time loss of 95,000 working days was caused.

Of the 120 disputes leading to stoppages of work which began in June, six, directly involving 2,100 workers, arose out of demands for advances in wages, and 49, directly involving 6,000 workers, on other wage questions; five, directly involving 400 workers, on questions as to working hours, 15, directly involving 1,900 workers, on questions respecting the employment of particular classes or persons; 39, directly involving 8,100 workers on other questions respecting working arrangements; and six,

directly involving 2,900 workers on questions of trade union principle.

United States

Preliminary figures for July, 1950, show 425 strikes and lockouts beginning in the month, in which 225,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,900,000 man-days. Corresponding figures for June, 1950, are 425 strikes and lockouts, involving 260,000 workers with a time loss of 2,750,000 days.

SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1950		1949	1948	1944	1939
	August	July	July	July	July	July
Labour Force—						
Civilian labour force ⁽¹⁾	000	4,933	5,121	5,030	†	†
Persons with jobs ⁽¹⁾	000	4,793	5,018	4,948	†	†
Male ⁽¹⁾	000	3,750	3,918	3,876	†	†
Female ⁽¹⁾	000	1,043	1,100	1,072	†	†
Paid workers ⁽¹⁾	000	3,386	3,496	3,364	†	†
Persons without jobs and seeking work ⁽¹⁾	000	140	103	82	†	†
Index of employment, 8 leading Industries ⁽²⁾		201·9	199·5	198·0	183·5	115·8
Unemployment in trade unions ⁽³⁾	%		1·8	1·3	0·3	11·6
Immigration.....	No.	6,724	10,616	11,103	916	1,979
Adult males.....	No.	3,053	4,455	4,770	183	518
Earnings and Hours—						
Total labour income.....	\$000,000		649	606	†	†
Per capita weekly earnings, 8 leading inds.....	\$	45·16	42·96	40·48	31·72	†
Average hourly earnings, manufacturing.....	c	103·9	99·1	92·3	†	†
Average hours worked per week, manufacturing.....		42·6	41·8	42·0	†	†
Real weekly earnings, manufacturing ⁽⁴⁾		108·1	104·6	101·1	†	†
National Employment Service—						
Live Applications for Employment (1st of mo. ⁽⁶⁾)	157·3	204·6	147·5	118·6	66·8	†
Unfilled vacancies (1st of month) ⁽⁶⁾	40·0	39·9	42·5	56·4	207·0	†
Placements, weekly average.....		17·4	14·5	16·2	†	†
Unemployment Insurance—						
Ordinary live claims.....	000	92·5	109·4	80·4	56·5	4·7
Balance in fund.....	\$000,000	603·4	593·3	552·6	473·2	216·2
Price Indexes—						
Wholesale ⁽²⁾		166·9	156·6	152·2	102·5	72·6
Cost of living index ⁽⁵⁾		163·5	167·5	156·9	119·0	100·8
Residential building materials ⁽⁵⁾			245·2	227·1	216·6	146·6 ⁽⁷⁾
Production—						
Industrial production index ⁽⁵⁾		203·3	178·7	174·8	197·3	107·3
Mining production index ⁽⁵⁾			133·4	127·2	102·0	126·3
Manufacturing index ⁽⁵⁾		213·5	186·2	182·6	218·6	103·8
Electric power.....	000,000 k. w. h.	4,193	3,730	3,657	3,149	2,206
Construction—						
Contracts awarded.....	\$000,000	144·5	151·0	129·3	89·8	32·2
Dwelling units, started.....	000			9·1	9·7	†
Completed.....	000			6·6	6·1	†
Under construction.....	000 tons			56·8	52·1	†
Pig iron.....	000 tons		194·0	175·4	187·9	166·0
Steel ingots and castings.....	000 tons		264·2	238·8	244·9	234·4
Inspected slaughtering, cattle.....	000			115·6	96·1	95·2
Hogs.....	000			223·2	256·1	259·6
Flour production.....	000,000 bbls		1·28	1·48	1·79	1·74
Newsprint.....	000 tons		439·3	421·5	391·5	244·4
Cement producers' shipments.....	000,000 bbls		1·7	1·5	1·4	1·0
Automobiles and trucks.....	000		40·1	25·4	15·1	12·1
Gold.....	000 fine oz			326·3	296·2	236·4
Copper.....	000 tons		21·2	21·5	19·4	22·5
Lead.....	000 tons			11·1	14·6	12·3
Nickel.....	000 tons		9·3	9·6	10·5	11·7
Zinc.....	000 tons			28·6	21·5	21·3
Coal.....	000 tons	1,051	1,112	1,131	1,362	1,171
Crude petroleum.....	000 bbls			1,775	1,180	806
Distribution—						
Wholesale sales index, unadjusted ⁽⁶⁾		313·5	285·5	283·5	179·3	103·3
Retail sales.....	\$000,000			665·0	630·3	†
Imports, excluding gold.....	\$000,000	268·9	259·5	230·9	225·1	148·5
Exports, excluding gold.....	\$000,000	257·1	253·7	241·3	250·9	278·7
Railways—						
Revenue freight, ton miles.....	000,000			3,904	4,416	5,640
Car loadings, revenue freight.....	000		332·0	307·0	337·0	298·0
Banking and Finance—						
Common stocks, index ⁽⁵⁾		140·0	124·3	104·2	116·3	87·5
Preferred stocks, index ⁽⁵⁾			154·6	138·6	147·5	124·7
Bond yields, Dominion, index ⁽³⁾		90·6	91·0	93·8	95·6	97·0
Cheques cashed, individual accounts.....	\$000,000		8,102	7,017	6,736	4,733
Bank loans, current, public.....	\$000,000		2,287	2,082	1,877	1,024
Money supply.....	\$000,000			4,173	4,002	3,153 ⁽⁷⁾
Circulating media in hands of public.....	\$000,000			1,184	1,147	913
Deposits.....	\$000,000			2,989	2,855	2,163 ⁽⁷⁾

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics. † Comparable statistics are not available.

(1) Labour Force survey figures given are as at June 3, 1950, June 4, 1949, June 5, 1948. At June 3, 1950 Manitoba is not included due to flood conditions. (2) Average 1926=100. (3) Figures are as at end of quarter ending June 31, 1949, 48, 44 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) Average 1935-39=100. (6) Newfoundland is included after April 1, 1949. (7) Year end figures. (8) Figures for 1939-44 are production data rather than shipments.

A—Labour Force

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	13,523
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
Total.....	39,044	32,957	23,216	95,217
1950—				
January.....	1,234	1,414	1,062	3,710
February.....	1,906	1,676	1,377	4,959
March.....	2,284	1,862	1,655	5,801
April.....	2,922	2,331	2,262	7,515
May.....	3,655	2,611	2,096	8,362
June.....	2,899	2,354	1,686	6,939
July.....	3,053	2,003	1,668	6,724
Total (7 months 1950).....	17,953	14,251	11,806	44,010
Total (7 months 1949).....	27,067	21,477	15,580	64,124

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION
(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,352
December.....	102	848	2,645	1,134	435	5,164
Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—January.....	115	641	1,988	703	263	3,710
February.....	127	874	2,694	779	485	4,959
March.....	145	1,103	3,049	1,063	441	5,801
April.....	257	1,033	3,838	1,811	576	7,515
May.....	261	1,658	4,209	1,652	582	8,362
June.....	212	1,027	3,672	1,477	551	6,939
July.....	215	1,218	3,606	1,074	611	6,724
Total (7 months 1950).....	1,332	7,554	23,056	8,559	3,509	44,010
Total (7 months 1949).....	1,817	11,707	33,189	12,293	5,118	64,124

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION
(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
December.....	1,016	228	397	180	132	1,953
Total.....	18,118	5,938	8,336	2,998	3,654	39,044
1950—January.....	483	152	278	180	141	1,234
February.....	970	252	386	160	138	1,906
March.....	1,162	278	492	181	171	2,284
April.....	1,773	239	522	216	172	2,922
May.....	2,224	407	586	266	172	3,655
June.....	1,400	568	494	238	199	2,899
July.....	1,893	323	433	220	184	3,053
Total (7 months 1950).....	9,905	2,219	3,191	1,461	1,177	17,953
Total (7 months 1949).....	13,158	4,162	5,726	1,878	2,143	27,067

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1948—Average.....	52	202	40	154	126	20	593
1948—April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642
1950—January.....	43	213	37	166	140	22	620
February.....	43	216	37	166	141	21	625
March.....	41	218	39	168	145	22	633
April.....	41	219	41	171	148	22	642
May.....	45	221	48	175	148	22	659
June.....	50	229	52	180	149	23	683

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

Source: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At July 1, over 21,000 employers in the eight leading industries reported a total employment of 2,116,554 and total payrolls of \$95,583,248.

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.							
				Employment			Payrolls				
	July 1 1950	June 1 1950	July 1 1949	July 1 1950	June 1 1950	July 1 1949	July 1 1950	June 1 1950	July 1 1949	July 1 1950	June 1 1950
	\$	\$	\$								
(a) PROVINCES											
Maritime Provinces	38.92	38.19	37.47	120.4	114.6	123.0	213.6	199.5	210.2		
Prince Edward Island.....	35.56	36.17	35.07	167.6	156.2	142.7	272.1	257.9	230.4		
Nova Scotia.....	39.64	38.68	37.53	109.9	107.3	117.6	192.5	183.2	194.7		
New Brunswick.....	38.19	37.64	37.51	135.1	124.6	130.9	247.3	224.8	236.0		
Quebec	43.10	42.52	40.63	125.6	122.7	125.9	225.9	217.7	213.4		
Ontario	46.94	46.36	44.54	131.6	128.4	128.0	228.3	220.1	210.3		
Prairie Provinces	44.71	44.39	43.16	145.1	139.1	141.7	245.0	233.3	230.9		
Manitoba.....	44.22	43.91	42.76	135.9	129.0	134.7	227.0	214.0	217.5		
Saskatchewan.....	43.65	43.38	41.83	132.0	129.2	131.3	221.1	215.9	211.8		
Alberta.....	45.87	45.42	44.34	165.8	159.3	157.8	284.2	270.4	261.0		
British Columbia	48.40	47.59	46.76	154.0	151.0	155.0	262.1	252.7	254.4		
CANADA	45.16	44.59	42.96	132.2	128.6	130.6	231.7	222.6	217.6		
(b) CITIES											
Montreal.....	43.81	42.92	41.23	135.2	134.2	134.8	230.9	224.7	216.8		
Quebec.....	36.86	37.20	34.78	120.5	117.3	123.1	215.1	211.4	207.5		
Toronto.....	46.61	46.01	44.15	138.4	137.2	133.5	240.9	235.6	219.9		
Ottawa.....	39.17	38.35	37.53	135.0	132.4	134.1	228.4	219.4	217.2		
Hamilton.....	48.93	49.53	46.95	127.4	124.8	123.2	225.9	224.1	210.4		
Windsor.....	57.18	54.27	52.33	132.9	130.4	130.0	204.6	190.6	182.8		
Winnipeg.....	41.03	40.73	39.50	136.5	129.1	136.5	219.5	206.0	211.5		
Vancouver.....	46.37	45.38	44.78	160.0	158.1	162.4	279.3	270.0	272.6		
Halifax.....	36.40	36.74	35.28	126.6	122.7	126.7	201.7	197.3	195.0		
Saint John.....	37.13	36.08	35.69	113.5	115.9	121.2	196.1	194.6	201.8		
Sherbrooke.....	37.16	37.55	33.13	117.6	117.4	115.4	211.0	212.9	184.2		
Three Rivers.....	42.49	42.28	42.21	141.6	136.4	139.9	231.8	222.3	227.7		
Brantford.....	44.81	44.11	44.02								
Kitchener-Waterloo.....	43.14	42.19	40.74	138.9	136.3	134.9	264.3	253.6	242.4		
London.....	43.94	43.32	41.29	158.0	154.8	155.9	273.3	264.0	252.9		
Fort William-Port Arthur.....	46.40	46.20	45.49	77.8	75.2	79.2	138.5	133.3	135.9		
*St. Catharines.....	53.41	52.96	49.06								
Regina.....	40.41	39.61	39.02	137.5	136.5	134.5	237.4	231.0	223.0		
Saskatoon.....	38.52	38.81	37.33	158.6	154.7	155.5	278.9	274.3	264.7		
Calgary.....	43.36	42.93	42.30	154.1	150.1	147.5	264.9	255.5	246.9		
Edmonton.....	42.41	41.67	40.63	202.9	197.4	182.5	349.5	334.1	299.1		
Victoria.....	44.82	43.67	42.23	153.7	151.1	156.7	272.3	260.8	261.7		
(c) INDUSTRIES											
Manufacturing	46.73	46.11	44.09	123.6	121.5	123.5	222.5	215.9	209.8		
Durable Goods ⁽¹⁾	49.90	49.06	47.25	118.0	116.0	117.9	209.7	202.6	198.3		
Non-Durable Goods.....	43.52	43.05	40.90	126.5	124.6	126.6	233.8	227.8	219.8		
Electric Light and Power.....	51.26	51.38	48.50	173.1	167.9	171.2	282.1	274.2	264.0		
Logging.....	41.65	40.45	41.65	123.2	97.4	121.9	255.6	196.3	252.3		
Mining.....	54.07	52.64	51.37	108.6	106.0	100.5	183.5	174.5	161.6		
Communications.....	42.47	42.68	40.46	216.8	211.4	201.3	332.0	325.4	295.0		
Transportation.....	52.92	52.16	51.17	143.5	141.5	146.0	231.8	225.4	227.9		
Construction and Maintenance.....	43.16	42.55	40.76	140.7	132.9	138.0	263.6	245.4	244.3		
Services ⁽²⁾	29.27	29.48	27.91	153.8	147.7	154.1	271.6	262.7	259.5		
Trade.....	39.20	38.75	37.36	149.7	148.1	145.2	245.8	240.4	227.4		
Eight Leading Industries	45.16	44.59	42.96	132.2	128.6	130.6	231.7	222.6	217.6		
Finance	42.81	42.70	41.64	152.9	151.8	145.2	225.5	223.2	208.4		
Nine Leading Industries	45.06	44.51	42.90	133.0	129.6	131.2	231.4	222.6	217.2		

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4, with the exception of electric light and power. (2) Mainly hotels and restaurants and laundries and dry-cleaning plants. * Includes Welland, Thorold and Merriton.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base:—June 1, 1941=100) (The latest figures are subject to revision) *SOURCE: The Employment Situation, D.B.S.*

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
				\$				\$
June 1, 1941.....	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
July 1, 1946.....	113.7	141.9	127.7	32.25	111.4	138.5	126.6	32.37
July 1, 1947.....	124.1	173.8	143.2	36.15	119.4	167.7	142.6	36.47
July 1, 1948.....	129.7	203.5	160.3	40.48	123.3	195.7	161.0	41.17
July 1, 1949.....	130.6	217.6	170.1	42.96	123.5	209.8	172.4	44.09
Aug. 1, 1949.....	131.3	218.9	170.3	43.01	122.9	208.5	172.2	44.04
Sept. 1, 1949.....	132.4	222.0	171.4	43.27	124.5	212.1	172.9	44.20
Oct. 1, 1949.....	132.4	223.8	172.5	43.55	124.2	214.4	175.4	44.84
Nov. 1, 1949.....	132.3	224.8	173.5	43.80	122.9	213.6	176.4	45.10
Dec. 1, 1949.....	132.2	224.7	173.5	43.81	121.7	212.9	177.5	45.38
Jan. 1, 1950.....	127.0	208.9	167.8	42.38	118.9	199.8	170.6	43.62
Feb. 1, 1950.....	122.6	209.2	174.2	43.99	118.4	207.2	177.7	45.43
Mar. 1, 1950.....	122.2	212.1	177.2	44.74	118.9	210.0	179.3	45.85
April 1, 1950.....	123.1	214.2	177.7	44.88	119.3	212.3	180.7	46.20
May 1, 1950.....	123.6	215.7	178.2	44.99	119.5	213.4	181.2	46.33
June 1, 1950.....	128.6	222.6	176.6	44.59	121.5	215.9	180.3	46.11
July 1, 1950.....	132.2	231.7	178.9	45.16	123.6	222.5	182.7	46.73

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average calendar year 1926=100) (The latest figures are subject to revision) *SOURCE: The Employment Situation, DBS*

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
July 1, 1934.....	101.0	100.4	.....	.....	.....	94.1	109.9	94.1	.....	.....	.....	94.1
July 1, 1935.....	99.5	106.7	.....	.....	.....	94.8	102.7	96.3	.....	.....	.....	99.5
July 1, 1936.....	104.6	111.7	.....	.....	.....	101.6	106.2	101.9	.....	.....	.....	104.8
July 1, 1937.....	119.1	135.8	79.7	138.3	136.1	118.0	122.2	104.0	100.3	110.2	105.7	117.1
July 1, 1938.....	113.5	116.7	104.6	126.6	105.4	119.9	114.0	99.8	96.5	102.9	102.9	108.0
July 1, 1939.....	115.8	115.9	108.7	129.9	99.3	124.0	114.7	104.0	98.5	107.5	110.0	111.0
July 1, 1940.....	124.7	124.0	102.2	135.3	111.5	126.6	129.6	112.4	106.8	117.5	117.6	114.8
July 1, 1941.....	157.4	163.9	108.5	183.2	143.3	161.8	165.3	132.5	128.9	133.7	137.3	139.2
July 1, 1942.....	175.7	177.2	117.0	199.7	153.0	187.1	181.1	139.4	135.3	131.6	150.9	167.9
July 1, 1943.....	183.7	184.7	112.4	203.1	165.8	198.6	184.9	141.6	138.3	135.6	150.8	191.9
July 1, 1944.....	183.5	187.8	136.7	205.5	168.5	195.3	185.1	148.4	144.0	143.2	158.5	187.5
July 1, 1945.....	175.5	177.7	128.8	194.7	159.0	181.9	179.8	144.6	138.9	140.7	155.7	180.4
July 1, 1946.....	173.6	176.0	136.0	184.1	168.2	175.4	179.6	158.2	148.4	153.3	176.3	162.2
July 1, 1947.....	189.5	179.4	150.9	186.3	172.2	191.2	195.7	167.3	155.7	162.5	187.8	196.9
July 1, 1948.....	198.0	186.7	159.7	192.9	180.5	198.6	204.8	175.9	163.1	166.9	201.2	207.8
July 1, 1949.....	199.5	187.4	152.8	202.0	176.6	198.0	206.4	181.8	168.0	167.3	212.2	209.1
Aug. 1, 1949.....	200.5	188.9	157.6	203.8	171.7	199.4	205.5	185.6	170.7	169.7	218.6	212.6
Sept. 1, 1949.....	202.1	190.4	165.3	205.7	172.1	199.5	208.3	186.6	171.7	169.9	220.0	215.1
Oct. 1, 1949.....	202.2	192.0	165.9	208.8	172.0	199.5	209.2	185.9	173.6	170.8	214.3	211.9
Nov. 1, 1949.....	202.0	188.6	165.0	206.1	167.5	202.0	208.6	185.2	173.1	171.8	212.3	208.7
Dec. 1, 1949.....	201.8	193.7	171.4	208.0	176.6	201.9	208.7	184.5	172.0	170.8	212.4	203.2
Jan. 1, 1950.....	194.0	172.9	157.7	173.7	172.9	191.4	205.1	178.3	166.5	160.5	207.7	193.2
Feb. 1, 1950.....	187.2	165.5	148.2	168.3	163.1	185.8	201.0	168.9	159.5	145.4	198.4	174.9
Mar. 1, 1950.....	186.6	162.3	141.6	165.3	159.8	183.8	200.3	167.7	157.3	144.8	198.3	181.9
April 1, 1950.....	187.9	163.5	147.9	167.0	160.0	184.8	200.5	168.6	157.3	146.2	200.5	189.8
May 1, 1950.....	188.7	159.2	150.9	162.5	155.4	185.4	201.0	170.8	158.4	149.5	203.3	195.4
June 1, 1950.....	196.4	174.6	167.3	180.1	168.1	193.0	207.1	178.5	160.9	164.6	214.3	203.7
July 1, 1950.....	201.9	183.5	179.5	184.6	182.2	197.6	212.2	186.1	169.5	168.2	223.0	207.7
Relative Weight of Employment by Provinces and Economic Areas as at July 1, 1950.....	100.0	6.8	0.2	3.7	2.9	28.5	42.7	12.4	5.4	2.3	4.7	9.6

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.					
				Employment			Payrolls		
	July 1, 1950	June 1, 1950	July 1, 1949	July 1, 1950	June 1, 1950	July 1, 1949	July 1, 1950	June 1, 1950	July 1, 1949
	\$	\$	\$						
Manufacturing	46.73	46.11	44.09	123.6	121.5	123.5	222.5	215.9	209.8
Animal products—edible.....	44.58	45.02	42.33	143.7	137.0	143.4	253.5	244.1	238.9
Fur and products.....	43.09	41.60	39.12	138.8	138.1	141.6	223.5	214.7	206.9
Leather and products.....	32.83	31.97	31.76	98.4	99.1	109.6	171.7	168.3	183.7
Boots and shoes.....	31.31	30.20	30.22	97.6	97.6	112.8	172.0	166.0	192.0
Lumber and its products.....	41.29	39.51	39.21	130.9	126.3	126.9	248.4	229.5	229.9
Rough and dressed lumber.....	42.57	40.45	40.72	130.9	124.6	124.4	260.7	235.9	238.1
Furniture.....	40.04	38.91	37.67	160.1	159.2	151.8	233.7	225.7	210.1
Other lumber products.....	37.77	36.54	35.63	107.9	105.9	117.1	220.3	209.2	225.5
Plant products—edible.....	38.58	38.98	36.28	145.4	134.7	146.3	247.5	231.5	235.0
Pulp and paper products.....	53.30	52.41	50.00	145.4	142.1	142.7	261.5	251.1	240.4
Pulp and paper.....	60.83	59.47	56.77	133.1	129.1	133.9	256.5	243.2	240.8
Paper products.....	43.70	42.11	39.76	174.4	168.7	166.6	314.9	293.7	273.4
Printing and publishing.....	49.61	49.63	47.03	150.0	148.3	145.0	249.8	247.2	228.6
Rubber products.....	48.26	47.61	44.65	127.6	126.0	122.5	262.7	255.9	233.3
Textile products.....	35.56	35.27	33.51	113.0	115.2	114.4	209.8	212.1	200.2
Thread, yarn and cloth.....	39.00	39.11	36.84	111.7	111.7	109.2	230.7	231.3	214.1
Cotton yarn and cloth.....	38.40	38.12	36.13	97.5	96.1	92.1	194.1	189.8	172.4
Woolen yarn and cloth.....	37.63	37.09	36.44	98.6	99.5	103.8	208.2	207.4	211.4
Synthetic silk and silk goods.....	40.88	42.16	38.06	147.4	148.8	144.8	328.5	342.1	297.3
Hosiery and knit goods.....	32.60	32.56	29.70	102.2	108.7	110.7	182.6	194.0	181.2
Garments and personal furnishings.....	32.40	31.84	31.11	125.1	128.5	127.7	209.5	211.2	205.4
Other textile products.....	38.78	38.26	36.27	93.3	93.6	93.9	179.3	177.3	168.4
Tobacco.....	45.36	43.01	41.32	107.6	108.0	113.9	272.2	259.1	262.2
Beverages.....	49.46	50.03	47.68	188.8	177.7	185.9	315.3	300.3	299.0
Chemicals and allied products.....	49.80	49.52	47.43	101.4	100.4	99.0	185.4	182.4	172.6
Clay, glass and stone products.....	48.53	47.65	44.69	152.7	148.5	149.4	301.0	287.5	271.4
Electric light and power.....	51.26	51.38	48.50	173.1	167.9	171.2	282.1	274.2	264.0
Electrical apparatus.....	50.44	50.00	47.68	181.8	177.7	163.6	335.8	325.4	292.1
Iron and steel.....	52.34	51.59	49.57	107.0	105.9	109.4	184.2	179.6	178.2
Crude, rolled and forged products.....	54.96	56.09	52.18	140.5	137.5	143.0	209.7	209.5	202.5
Machinery (other than vehicles).....	49.52	49.19	46.49	113.0	110.8	115.2	193.8	188.9	187.0
Agricultural implements.....	50.81	53.18	49.54	176.4	185.5	198.9	331.8	365.5	364.5
Land vehicles and aircraft.....	54.72	53.07	51.81	102.2	101.4	103.0	172.0	165.5	164.3
Automobiles and parts.....	59.33	57.12	55.03	132.6	129.4	132.2	204.4	192.0	172.2
Steel shipbuilding and repairing.....	47.98	48.74	47.52	69.2	69.2	76.8	110.7	112.4	121.7
Heating appliances.....	45.60	44.59	45.41	144.2	144.9	148.4	248.0	243.9	243.8
Iron and steel fabrication (n.e.s.).....	53.60	51.46	48.69	100.7	97.6	100.4	228.1	212.4	205.3
Foundry and machine shop products.....	50.85	49.27	46.04	82.5	81.6	91.2	204.5	196.1	200.5
Other iron and steel products.....	48.91	47.59	46.32	100.4	97.4	99.3	180.2	170.2	168.0
Non-ferrous metal products.....	51.47	50.94	48.41	110.6	109.6	115.8	213.4	209.2	207.9
Non-metallic mineral products.....	56.27	56.22	53.38	127.4	124.7	122.6	244.9	239.4	223.7
Miscellaneous.....	40.37	39.14	38.26	160.5	161.6	155.1	288.5	281.6	264.6
Logging	41.65	40.45	41.65	123.2	97.4	121.9	255.6	196.3	252.3
Mining	54.07	52.64	51.37	108.6	106.0	100.5	183.5	174.5	161.6
Coal.....	51.46	47.01	48.27	92.9	91.8	95.4	187.7	169.6	180.9
Metallic ores.....	56.61	56.20	54.86	97.6	95.8	91.6	152.3	148.5	138.5
Non-metallic minerals (except coal).....	51.26	50.98	46.50	190.9	181.4	149.4	359.5	339.6	256.5
Communications	42.47	42.68	40.46	216.8	211.4	201.3	332.0	325.4	295.0
Telegraphs.....	45.90	46.62	45.67	127.1	124.2	126.9	229.1	227.2	227.6
Telephones.....	41.57	41.70	39.47	237.2	231.2	220.7	353.1	345.2	311.9
Transportation	52.92	52.16	51.17	143.5	141.5	146.0	213.8	225.4	227.9
Street railways, cartage and storage.....	47.95	47.20	45.84	160.3	158.6	157.3	263.9	256.9	247.2
Steam railway operation.....	58.52	58.23	56.45	132.8	131.3	135.2	214.5	211.0	210.7
Shipping and stevedoring.....	46.62	44.30	46.42	134.4	130.9	147.4	241.3	223.3	263.5
Construction and Maintenance	43.16	42.55	40.76	140.7	132.9	138.0	263.6	245.4	244.2
Building.....	46.75	45.88	43.27	186.2	174.3	175.5	304.2	279.6	265.6
Highway.....	37.77	37.05	36.65	122.2	117.0	123.5	239.3	224.7	234.5
Railway.....	43.55	44.23	42.29	95.1	89.5	98.6	208.9	199.7	210.4
Services (as indicated below)	29.27	29.48	27.91	153.8	147.7	154.1	271.6	262.7	259.5
Hotels and restaurants.....	26.66	26.93	25.96	163.4	153.8	161.6	288.3	274.2	277.5
Personal (chiefly laundries).....	29.61	29.69	28.83	132.1	130.6	133.1	219.7	217.6	214.6
Trade	39.20	38.75	37.36	149.7	148.1	145.2	245.8	240.4	227.4
Retail.....	36.63	36.21	35.07	146.8	145.6	141.7	245.3	240.4	227.0
Wholesale.....	45.65	45.18	43.06	160.7	158.1	157.6	246.8	240.2	228.2
Eight leading Industries	45.16	44.59	42.96	132.2	128.6	130.6	231.7	222.6	217.6
Finance	42.81	42.70	41.64	152.9	151.8	145.2	225.5	223.2	208.4
Banks and trust companies.....	38.18	38.05	37.10	161.5	161.1	155.3	236.5	235.0	221.2
Brokerage and stock market operation.....	56.25	55.39	48.23	170.1	161.6	152.2	277.2	259.3	212.2
Insurance.....	47.97	48.06	47.59	140.2	139.0	131.7	209.2	207.8	195.3
Nine Leading Industries	45.06	44.51	42.90	133.0	129.6	131.2	231.4	222.6	217.2

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation*, D.B.S.

Industries	July 1, 1950				June 1, 1950		July 1, 1949	
	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	843,478	239,643	77.9	22.1	77.7	22.3	77.7	22.3
Animal products—edible.....	31,910	8,088	79.8	20.2	80.0	20.0	79.2	20.8
Fur and products.....	2,862	1,438	66.6	33.4	67.3	32.7	66.1	33.9
Leather and products.....	17,155	10,940	61.1	38.9	61.4	38.6	61.4	38.6
Boots and shoes.....	10,215	7,517	57.6	42.4	58.0	42.0	57.4	42.6
Lumber and products.....	81,596	6,729	92.4	7.6	92.2	7.8	92.3	7.7
Rough and dressed lumber.....	53,174	2,545	95.4	4.6	95.3	4.7	95.2	4.8
Furniture.....	17,177	2,218	88.6	11.4	88.7	11.3	89.1	10.9
Other lumber products.....	11,245	1,966	85.1	14.9	84.6	15.4	85.8	14.2
Plant products—edible.....	41,896	21,756	65.8	34.2	67.5	32.5	67.1	32.9
Pulp and paper products.....	95,329	22,959	80.6	19.4	80.5	19.5	80.5	19.5
Pulp and paper.....	48,074	2,541	95.0	5.0	94.8	5.2	94.9	5.1
Paper products.....	14,362	7,830	64.7	35.3	64.4	35.6	63.7	36.3
Printing and publishing.....	32,893	12,588	72.3	27.7	72.6	27.4	71.9	28.1
Rubber products.....	16,433	5,244	75.8	24.2	75.8	24.2	75.6	24.4
Textile products.....	74,266	84,390	46.8	53.2	46.4	53.6	45.8	54.2
Thread, yarn and cloth.....	38,999	21,119	64.9	35.1	65.0	35.0	64.0	36.0
Cotton yarn and cloth.....	15,075	8,960	62.7	37.3	62.8	37.2	61.4	38.6
Woolen yarn and cloth.....	8,284	5,818	58.7	41.3	59.1	40.9	58.1	41.9
Synthetic silk and silk goods.....	11,712	4,695	71.4	28.6	71.1	28.9	70.1	29.9
Hosiery and knit goods.....	7,883	13,853	36.3	63.7	36.0	64.0	35.6	64.4
Garments and personal furnishings.....	18,922	42,185	31.0	69.0	30.6	69.4	30.4	69.6
Other textile products.....	8,462	7,233	53.9	46.1	53.7	46.3	54.0	46.0
Tobacco.....	3,985	5,585	41.6	58.4	42.0	58.0	42.1	57.9
Beverages.....	19,437	2,544	88.4	11.6	88.6	11.4	89.1	10.9
Chemicals and allied products.....	34,163	10,429	76.6	23.4	76.5	23.5	75.9	24.1
Clay, glass and stone products.....	20,845	2,378	89.8	10.2	89.6	10.4	89.0	11.0
Electric light and power.....	31,161	4,475	87.4	12.6	87.3	12.7	87.9	12.1
Electrical apparatus.....	42,943	15,972	72.9	27.1	72.3	27.7	71.7	28.3
Iron and steel products.....	264,493	22,366	92.2	7.8	92.3	7.7	92.4	7.6
Crude, rolled and forged products.....	36,529	1,709	95.5	4.5	95.6	4.4	95.5	4.5
Machinery (other than vehicles).....	25,183	3,394	88.1	11.9	87.9	12.1	88.3	11.7
Agricultural implements.....	15,074	870	94.5	5.5	94.5	5.5	94.2	5.8
Land vehicles and aircraft.....	109,148	7,017	94.0	6.0	94.0	6.0	94.4	5.6
Automobiles and parts.....	46,595	5,387	89.6	10.4	89.6	10.4	89.7	10.3
Steel shipbuilding and repairing.....	13,175	487	96.4	3.6	96.3	3.7	96.5	3.5
Heating appliances.....	7,506	503	93.7	6.3	93.8	6.2	93.7	6.3
Iron and steel fabrication (n.e.s.).....	10,405	832	92.6	7.4	92.2	7.8	92.2	7.8
Foundry and machine shop products.....	7,570	365	95.4	4.6	95.3	4.7	95.3	4.7
Other iron and steel products.....	39,903	7,189	84.7	15.3	84.9	15.1	84.5	15.5
Non-ferrous metal products.....	38,626	5,711	87.1	12.9	86.9	13.1	87.0	13.0
Non-metallic mineral products.....	14,701	1,441	91.1	8.9	90.7	9.3	91.5	8.5
Miscellaneous.....	11,677	7,198	61.9	38.1	61.8	38.2	61.7	38.3
Logging	57,704	909	98.4	1.6	98.2	1.8	98.4	1.6
Mining	88,221	2,186	97.6	2.4	97.8	2.2	97.6	2.4
Coal.....	23,157	218	99.1	0.9	99.1	0.9	99.0	1.0
Metallic ores.....	45,695	869	98.1	1.9	98.1	1.9	98.0	2.0
Non-metallic minerals (except coal).....	19,369	1,099	94.6	5.4	95.4	4.6	94.4	5.6
Communications	27,219	31,249	46.6	53.4	46.4	53.6	47.7	52.3
Telegraphs.....	7,090	1,566	81.9	18.1	82.0	18.0	81.6	18.4
Telephones.....	17,535	28,675	37.9	62.1	37.7	62.3	40.0	60.0
Transportation	174,070	11,317	93.9	6.1	94.0	6.0	93.9	6.1
Street railways, cartage and storage.....	59,845	4,473	93.0	7.0	93.0	7.0	93.1	6.9
Steam railway operation.....	85,614	5,334	94.1	5.9	94.2	5.8	94.1	5.9
Shipping and stevedoring.....	28,611	1,510	95.0	5.0	95.6	4.4	94.6	5.4
Construction and Maintenance	255,037	5,218	98.0	2.0	97.9	2.1	98.1	1.9
Building.....	126,285	3,489	97.3	2.7	97.2	2.8	97.4	2.6
Highway.....	87,762	1,579	98.2	1.8	98.3	1.7	98.2	1.8
Railway.....	40,990	150	99.6	0.4	99.6	0.4	99.7	0.3
Services (as specified below)	40,222	40,201	50.0	50.0	49.9	50.1	48.5	51.5
Hotels and restaurants.....	25,105	23,770	51.4	48.6	51.6	48.4	50.3	49.7
Personal (chiefly laundries).....	7,665	12,534	37.9	62.1	37.7	62.3	38.5	61.5
Trade	189,384	110,496	63.2	36.8	62.9	37.1	61.8	38.2
Retail.....	123,244	91,302	57.4	42.6	57.1	42.9	55.7	44.3
Wholesale.....	66,140	19,194	77.5	22.5	77.5	22.5	76.8	23.2
Eight Leading Industries	1,675,335	441,219	79.2	20.8	78.8	21.2	79.0	21.0
Finance	49,569	45,202	52.3	47.7	52.4	47.6	52.9	47.1
Banks and trust companies.....	26,257	27,136	49.2	50.8	49.2	50.8	49.5	50.5
Brokerage and stock market operations.....	2,608	1,491	63.6	36.4	63.5	36.5	64.9	35.1
Insurance.....	20,710	16,575	55.5	44.5	55.7	44.3	56.7	43.3
All Industries	1,724,904	486,421	78.0	22.0	77.7	22.3	77.9	22.1

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING(Hourly-Rated Wage-Earners) SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	no.	no.	no.	cts.	cts.	cts.
July 1, 1945.....	44.3	45.0	43.3	70.1	77.0	61.2
July 1, 1946.....	42.4	42.8	42.1	70.0	75.7	64.1
July 1, 1947.....	42.0	42.5	41.6	80.8	86.8	74.7
July 1, 1948.....	42.0	42.3	41.6	92.3	99.2	85.2
July 1, 1949.....	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949.....	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949.....	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949.....	42.7	43.0	42.5	99.3	107.8	91.0
Nov. 1, 1949.....	42.8	42.8	42.9	99.5	108.0	91.4
Dec. 1, 1949.....	42.9	43.0	42.9	100.0	108.7	91.5
*Jan. 1, 1950.....	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950.....	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950.....	42.5	42.6	42.5	101.4	109.8	93.1
April 1, 1950.....	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950.....	42.6	42.9	42.4	102.5	110.6	94.3
June 1, 1950.....	42.0	42.2	41.7	103.5	111.4	95.5
July 1, 1950.....	42.6	42.9	42.2	103.9	112.0	95.6

*The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURINGSOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding	All Manufactures ¹		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
July 1, 1945.....	32.91	31.05	36.02	34.65	29.33	26.50
July 1, 1946.....	32.21	29.68	34.39	32.40	30.23	26.99
July 1, 1947.....	36.34	33.94	38.71	36.89	34.18	31.08
July 1, 1948.....	41.03	38.77	43.89	41.96	38.36	35.44
July 1, 1949.....	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949.....	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949.....	44.72	41.72	47.35	45.21	41.12	38.15
Oct. 1, 1949.....	44.72	42.40	48.20	46.35	41.63	38.68
Nov. 1, 1949.....	44.95	42.59	48.15	46.22	42.09	39.21
Dec. 1, 1949.....	45.23	42.90	48.62	46.74	42.21	39.25
*Jan. 1, 1950.....	43.42	40.34	46.61	44.05	40.52	36.79
Feb. 1, 1950.....	45.25	42.68	48.33	46.21	42.49	39.26
Mar. 1, 1950.....	45.68	43.10	48.94	46.77	42.74	39.57
April 1, 1950.....	46.04	43.53	49.34	47.30	43.06	39.87
May 1, 1950.....	46.16	43.67	49.46	47.45	43.18	39.98
June 1, 1950.....	45.93	43.47	49.06	47.01	43.05	39.82
July 1, 1950.....	46.53	44.26	49.90	48.05	43.52	40.34

*See footnote to Table C-6. ¹ Exclusive of electric light and power.**TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**(Hourly-Rated Wage-Earners) SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1, 1950	June 1, 1950	July 1, 1949	July 1, 1950	June 1, 1950	July 1, 1949
Nova Scotia.....	43.6	43.2	43.2	91.3	95.0	88.1
New Brunswick.....	45.2	44.0	44.4	89.8	89.8	88.3
Quebec.....	43.8	43.3	42.1	93.4	92.7	90.7
Ontario.....	42.3	41.6	41.8	109.6	109.5	103.3
Manitoba.....	42.9	41.8	42.7	98.9	99.8	95.5
Saskatchewan.....	42.9	43.2	42.7	104.9	104.3	100.4
Alberta.....	42.7	42.2	42.4	103.6	104.1	100.3
British Columbia.....	38.2	37.5	38.4	125.2	122.3	118.5
Montreal.....	42.3	41.6	40.8	98.1	97.5	95.7
Toronto.....	41.1	40.3	40.6	107.4	107.5	102.2
Hamilton.....	40.5	41.7	41.7	121.6	122.0	111.8
Winnipeg.....	42.4	41.3	42.2	97.9	99.2	94.5
Vancouver.....	37.8	36.7	37.8	123.9	120.6	117.0

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	July 1 1950	June 1 1950	July 1 1949	July 1 1950	June 1 1950	July 1 1949	July 1 1950	June 1 1950	July 1 1949
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Manufacturing	42.6	42.0	41.8	103.9	103.5	99.1	44.26	43.47	41.42
*Durable manufactured goods.....	42.9	42.2	42.4	112.0	111.4	106.7	48.05	47.01	45.24
Non-durable manufactured goods.....	42.2	41.7	41.2	95.6	95.5	91.3	40.34	39.82	37.62
Animal products—edible.....	43.7	43.3	43.4	98.7	100.3	93.1	43.13	43.43	40.41
Dairy products.....	47.5	46.2	47.7	77.7	76.8	74.0	36.91	35.48	35.30
Meat products.....	43.2	43.9	43.3	109.2	110.4	104.3	47.17	48.47	45.16
Leather products.....	38.7	36.7	38.4	78.5	78.6	75.4	30.38	28.85	28.95
*Leather boots and shoes.....	37.9	35.1	37.6	76.2	76.2	72.6	28.88	26.75	27.30
*Lumber products.....	42.1	40.6	41.5	94.9	92.8	90.2	39.95	37.68	37.43
Rough and dressed lumber.....	41.6	40.0	41.7	100.2	97.4	94.3	41.68	38.96	39.32
Containers.....	45.3	43.2	42.5	79.6	78.8	79.8	36.06	34.04	33.92
Furniture.....	42.8	41.2	40.8	88.5	88.2	86.4	37.88	36.34	35.25
*Musical instruments.....	43.8	43.5	42.8	88.6	87.4	84.6	38.81	38.02	36.21
Plant products—edible.....	42.4	42.5	41.4	80.0	80.4	76.7	33.92	34.17	31.75
Flour and other milled products.....	45.1	44.2	45.6	97.0	97.4	94.2	43.75	43.05	42.96
Fruit and vegetable preserving.....	37.9	37.4	37.4	75.0	77.5	71.1	28.43	28.99	26.59
Bread and bakery products.....	45.3	45.3	44.2	81.0	80.9	78.2	36.69	36.65	34.56
Chocolate and cocoa products.....	41.7	41.0	40.1	70.3	70.5	68.8	29.32	28.91	27.59
Pulp and paper products.....	45.4	44.7	44.6	114.7	114.2	108.7	52.07	51.05	48.48
Pulp and paper mills.....	48.8	48.4	47.8	119.9	118.0	113.6	58.51	57.11	54.30
Paper products.....	43.3	41.7	41.8	90.9	89.7	85.4	39.36	37.40	35.70
Printing and publishing.....	41.2	40.6	40.8	120.9	122.7	114.0	49.81	49.82	46.51
Rubber products.....	41.1	40.7	39.9	112.2	111.6	105.5	46.11	45.42	42.09
Textiles—all branches.....	39.9	39.6	38.3	81.9	81.9	80.0	32.68	32.43	30.64
Thread, yarn and cloth.....	42.2	42.6	40.8	85.9	85.9	84.1	36.25	36.59	34.31
Cotton yarn and cloth.....	42.0	42.1	40.4	86.6	86.8	84.9	36.37	36.54	34.30
Woolen yarn and cloth.....	42.2	41.7	41.9	82.3	82.1	80.4	34.73	34.24	33.69
Synthetic silk and silk goods.....	42.8	44.7	40.8	87.5	87.3	86.4	37.45	39.02	35.25
Hosiery and knit goods.....	39.4	39.3	36.9	76.2	76.2	74.0	30.02	29.95	27.31
Garments and personal furnishings.....	36.8	35.7	35.4	77.7	77.7	76.3	28.59	27.74	27.01
Tobacco.....	42.6	41.4	43.1	96.2	94.5	87.1	40.98	39.12	37.54
Beverages.....	44.2	43.8	43.5	101.9	102.4	98.4	45.04	44.85	42.80
Distilled and malt liquor.....	43.7	42.7	42.0	108.5	107.9	105.6	47.41	46.07	44.35
Chemicals and allied products.....	43.5	43.1	43.1	102.9	103.2	98.9	44.76	44.48	42.63
Drugs and medicines.....	42.4	40.9	41.0	85.8	86.7	82.4	36.38	35.46	33.78
*Clay, glass and stone products.....	45.9	45.2	43.9	102.9	102.1	97.6	47.23	46.15	42.85
Glass products.....	45.9	45.7	43.9	99.6	98.8	92.7	45.72	45.15	40.70
Lime, gypsum and cement products.....	46.5	45.6	45.6	103.0	101.4	98.3	47.90	46.24	44.82
*Electrical apparatus.....	41.4	41.0	40.2	115.5	114.7	110.3	47.82	47.03	44.34
Heavy electrical apparatus ¹	41.1	41.1	42.1	131.5	130.4	120.4	54.05	53.59	50.69
*Iron and steel products.....	43.1	42.6	42.9	117.6	117.5	111.7	50.69	50.06	47.92
Crude, rolled and forged products.....	43.1	43.9	43.9	124.2	126.2	115.2	53.53	55.40	50.57
Primary iron and steel.....	42.9	44.4	44.7	126.5	129.1	116.7	54.27	57.32	52.16
Machinery (other than vehicles).....	43.3	42.8	42.1	108.5	108.3	104.4	46.98	46.35	43.95
Agricultural implements.....	38.9	41.0	42.1	126.0	127.0	114.8	49.01	52.07	48.33
Land vehicles and aircraft.....	44.2	43.3	43.7	121.6	120.4	116.5	53.75	52.13	50.91
Railway rolling stock.....	44.4	44.2	44.6	112.6	112.0	112.1	49.99	49.50	50.00
Automobiles and parts.....	44.2	42.8	42.8	130.5	129.2	124.2	57.68	55.30	53.16
Aeroplanes and parts.....	43.7	40.4	44.0	115.4	113.3	103.8	50.43	45.77	45.67
Steel shipbuilding and repairing.....	41.6	41.5	41.1	110.9	113.3	112.0	46.13	47.02	46.03
Iron and steel fabrications n.e.s.....	42.6	40.8	42.2	114.3	113.9	106.2	48.69	46.47	44.82
Hardware, tools and cutlery.....	42.3	41.2	42.4	101.9	101.6	97.0	43.10	41.86	41.13
Foundry and machine shop products.....	42.9	41.5	41.1	116.4	115.3	109.9	49.94	47.85	44.80
Sheet metal work.....	43.2	41.1	42.8	106.0	106.1	101.2	45.79	43.61	43.31
*Non-ferrous metal products.....	43.0	43.3	42.3	112.5	110.3	106.8	48.38	47.76	45.18
Smelting and refining.....	43.4	44.8	44.7	123.7	118.9	115.4	53.69	53.27	51.58
Aluminum and its products.....	43.0	41.4	38.1	100.2	100.1	98.7	43.09	41.44	37.60
Brass and copper manufacturing.....	43.7	43.2	40.7	106.3	105.4	104.0	46.45	46.01	42.33
Non-metallic mineral products.....	42.4	42.4	41.8	123.8	118.0	118.0	52.15	52.49	49.32
Petroleum and its products.....	41.0	41.5	40.8	133.3	133.0	126.0	54.65	55.20	51.41
Miscellaneous manufactured products.....	41.9	40.5	40.6	89.6	89.2	86.4	37.54	36.13	35.08
Mining	42.2	42.3	42.6	120.4	120.1	116.6	52.01	50.80	49.67
Coal.....	39.3	35.1	37.8	129.3	130.5	125.8	50.81	45.81	47.55
Metallic ores.....	44.6	45.2	45.5	120.4	119.7	116.0	53.70	54.10	52.78
Non-metallic minerals (except coal).....	44.5	43.8	41.8	109.7	109.7	103.0	48.82	48.05	43.05
Local Transportation²	45.7	44.5	45.4	105.2	104.6	99.5	48.08	46.55	45.17
Building Construction	40.5	39.4	39.1	112.2	112.4	107.2	45.44	44.29	41.92
Highway Construction	40.2	38.6	39.9	86.8	87.1	84.9	34.89	33.62	33.88
Services (as indicated below)	42.8	42.8	42.3	65.2	65.7	63.8	27.91	28.12	26.99
Hotels and restaurants.....	43.9	43.8	43.1	63.6	64.3	62.5	27.92	28.16	26.94
Personal (Chiefly laundries).....	40.5	40.9	40.7	68.5	68.4	66.4	27.74	27.98	27.20

* Industries classed in the durable manufactured goods industries.

¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—May 1, 1950, 247.1; June 1, 1950, 247.4; July 1, 1950, 249.5; at July 1, 1949, the index was 228.5

² Chiefly street and electric railways.³ For information respecting the sex distribution of persons in recorded employment, see Table C-5.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(Source: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Monthly Average 1945.....	45.0	cts 69.4	\$ 31.23	103.3	96.7	106.8
Monthly Average 1946.....	43.2	70.0	30.24	100.1	100.0	100.1
Monthly Average 1947.....	43.0	80.2	34.46	114.0	109.6	104.0
Monthly Average 1948.....	42.7	91.3	38.99	129.0	125.4	102.9
Monthly Average 1949.....	42.4	98.6	41.81	138.4	130.1	116.4
Week preceding:						
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949.....	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949.....	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949.....	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949.....	42.8	99.5	42.59	140.9	130.8	107.7
December 1, 1949.....	42.9	\$1,000	42.90	142.0	130.7	108.6
January 1, 1950.....	42.6*	\$1,011	43.07*	142.5	130.3	109.4
February 1, 1950.....	42.3	\$1,009	42.68	141.2	130.7	108.0
March 1, 1950.....	42.5	\$1,014	43.10	142.6	132.4	107.7
April 1, 1950.....	42.8	\$1,017	43.53	144.0	132.7	108.5
May 1, 1950.....	42.4*	\$1,025	43.46*	143.8	132.7	108.4
June 1, 1950.....	42.0	\$1,035	43.47	143.8	133.8	107.5
July 1, 1950(1).....	42.6	\$1,039	44.26	146.5	135.5	108.1

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes have been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91; January 1, 1950, 39.9 hours, \$40.34; May 1, 1950 42.6 hours, \$43.67. (1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT AS AT FIRST OF MONTH

(Source: Form UIC 757)

Month	UNFILLED VACANCIES			LIVE APPLICATIONS FOR EMPLOYMENT		
	Male	Female	Total	Male	Female	Total
September 1945.....	114,670	44,886	159,556	71,170	25,157	96,327
September 1946.....	70,870	46,366	117,236	113,959	30,886	144,845
September 1947.....	70,356	40,212	110,568	60,069	25,862	85,931
September 1948.....	39,341	24,349	63,690	58,611	29,734	88,345
September 1949.....	19,940	22,620	42,560	97,684	39,667	137,351
October 1949.....	20,837	20,629	41,466	101,504	41,543	143,047
November 1949.....	14,535	15,200	29,735	122,664	49,702	172,366
December 1949.....	10,400	12,085	22,485	164,345	56,439	220,784
January 1950.....	7,971	9,748	17,719	218,769	55,188	273,957
February 1950.....	8,315	10,076	18,391	301,039	74,557	375,596
March 1950.....	9,614	11,429	21,043	300,352	75,646	375,998
April 1950.....	11,967	12,032	23,999	349,098	79,193	428,291
May 1950.....	18,635	15,386	34,021	310,044	77,797	387,841
June 1950.....	25,038	16,375	41,413	184,335	70,062	254,397
July 1950.....	24,392	15,519	39,911	136,284	68,279	204,563
August 1950.....	26,391	13,582	39,973	99,100	53,188	152,288
September 1950(1).....	29,699	16,570	46,269	97,634	53,967	151,601

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILED VACANCIES BY INDUSTRY AND BY SEX
AS AT AUGUST 3, 1950**

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change from June 29, 1950	
				Absolute	Percentage
Agriculture, Fishing, Trapping	1,585	359	1,944	-146	-7.0
Logging	5,962	11	5,973	+2,280	+61.7
Pulpwood.....	4,760	5	4,765	+2,193	+85.3
Lumber.....	1,171	6	1,177	+94	+8.7
Other logging.....	31	.....	31	-7	-18.4
Mining	800	27	827	+226	+37.6
Coal.....	155	1	156	+78	+100.0
Metallic Ores—					
Iron.....	44	1	45	-32	-41.6
Gold.....	216	6	222	+81	+37.4
Nickel.....	267	.....	267	+93	+53.4
Other metallic ores and non-metallic minerals.....	101	10	111	+5	+4.7
Prospecting and oil producing.....	17	9	26	+1	+4.0
Manufacturing	5,167	3,478	8,645	-215	-2.4
Food and kindred products.....	516	517	1,033	-172	-14.3
Textiles, apparel, etc.	285	1,951	2,236	+439	+24.4
Lumber and finished lumber products.....	996	72	1,068	+46	+4.5
Pulp and paper products and printing.....	428	145	573	+104	+22.2
Chemicals and allied products.....	160	99	259	-60	-18.8
Products of petroleum and coal.....	33	10	43	-12	-21.8
Rubber products.....	50	40	90	-219	-70.9
Leather and products.....	85	217	302	+148	+96.1
Stone, clay and glass products.....	179	23	202	-25	-11.0
Iron and steel products.....	505	67	572	+98	+20.7
Non-ferrous metals and products.....	403	59	462	+171	+58.8
Machinery.....	482	46	528	+101	+23.7
Electrical equipment and products.....	251	84	335	+73	+27.9
Transportation equipment and other manufacturing.....	794	148	942	-907	-49.1
Construction	4,156	74	4,230	+480	+12.8
Transportation and Storage	2,168	97	2,265	+662	+41.3
Communications, and other Public Utilities	291	217	508	-14	-2.7
Trade	2,337	1,842	4,179	-214	-4.9
Wholesale.....	761	455	1,216	+79	+6.9
Retail.....	1,576	1,387	2,963	-293	-9.0
Finance, Insurance, Real Estate	988	773	1,761	-149	-7.8
Service	2,926	6,696	9,622	-2,858	-22.9
Public.....	793	443	1,236	-234	-15.9
Domestic.....	102	2,460	2,562	-1,132	-30.7
Personal.....	1,125	3,431	4,556	-1,311	-22.4
Other service.....	906	362	1,268	-181	-12.5
All Industries	26,380	13,574	39,954	+52	+0.1

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, AS AT AUGUST 3, 1950

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	861	318	1,179	3,418	965	4,383
Clerical Workers.....	1,500	3,041	4,541	6,175	16,061	22,236
Sales Workers.....	1,705	863	2,568	3,246	8,444	11,690
Personal and Domestic Workers.....	1,082	5,970	7,052	9,734	8,836	18,570
Seamen.....	29	.....	29	1,145	12	1,157
Agriculture and Fishing.....	1,365	18	1,383	1,239	181	1,420
Skilled and semiskilled workers.....	13,069	2,334	15,403	33,510	12,726	46,236
Food and kindred products.....	78	26	104	666	531	1,197
Textiles, clothing, etc.....	147	1,711	1,858	1,676	7,902	9,578
Lumber and wood products.....	6,276	5	6,281	2,734	90	2,824
Pulp, paper and printing.....	111	26	137	431	373	804
Leather and products.....	46	139	185	954	784	1,738
Stone, clay and glass products.....	31	17	48	86	36	122
Metalworking.....	1,421	50	1,471	4,549	430	4,979
Electrical.....	150	20	170	878	238	1,116
Transportation equipment, n.e.c.....	20	.....	20	386	65	451
Mining.....	197	.....	197	1,327	4	1,331
Construction.....	1,878	.....	1,878	6,063	4	6,067
Transportation (except seamen).....	730	7	737	4,955	30	4,985
Communications and public utility.....	65	.....	65	207	2	209
Trade and service.....	279	250	529	1,085	801	1,886
Other skilled and semiskilled.....	1,363	61	1,424	5,026	1,154	6,180
Foremen.....	96	8	104	768	178	946
Apprentices.....	181	14	195	1,739	104	1,843
Unskilled Workers.....	6,780	1,038	7,818	40,633	10,963	51,596
Food and tobacco.....	163	93	256	591	1,715	2,306
Lumber and lumber products.....	473	7	480	1,261	204	1,465
Metalworking.....	453	9	462	1,623	255	1,878
Construction.....	1,855	.....	1,855	4,549	.....	4,549
Other unskilled workers.....	3,836	929	4,765	32,609	8,789	41,398
Total.....	26,391	13,582	39,973	99,100	58,188	157,288

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF JULY, 1950

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, Fishing, Trapping.....	1,297	1,249	991
Logging.....	1,470	640	555
Mining.....	347	287	198
Manufacturing.....	5,764	5,782	4,091
Food and kindred products.....	979	976	707
Textiles, apparel, etc.....	935	800	543
Lumber and finished lumber products.....	815	795	604
Pulp and paper products and printing.....	409	410	278
Chemicals and allied products.....	191	220	139
Products of petroleum and coal.....	39	46	29
Rubber products.....	78	103	60
Leather and products.....	169	170	108
Stone, clay and glass products.....	194	213	149
Iron and steel and products.....	420	423	277
Non-ferrous metals and products.....	288	245	187
Machinery.....	337	338	229
Electrical equipment and products.....	207	204	131
Transportation equipment and other manufacturing.....	703	839	650
Construction.....	4,151	4,041	3,193
Transportation and Storage.....	1,609	1,460	1,136
Communications, and other Public Utilities.....	260	236	167
Trade.....	3,033	3,389	2,152
Finance, Insurance, Real Estate.....	419	424	233
Service.....	6,474	6,354	4,700
All Industries.....	24,824	23,862	17,416

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FIVE WEEKS JUNE 30 TO AUGUST 3, 1950: UNPLACED APPLICANTS
AS AT AUGUST 24, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at August 24, 1950
					Regular	Casual		
Newfoundland.....	778	421	1,764	748	319	32	9,600	6,764
Corner Brook.....	251	113	285	221	85	30	1,321	1,280
Grand Falls.....	110	.....	128	158	110	.....	843	873
St. John's.....	417	308	1,351	369	124	2	7,436	4,611
Prince Edward Island.....	540	185	841	615	505	50	795	681
Charlottetown.....	326	131	377	282	213	17	529	443
Summers.....	214	54	464	333	292	33	266	238
Nova Scotia.....	3,060	1,012	6,002	3,334	1,883	390	9,752	8,822
Amherst.....	163	1	287	193	159	4	268	206
Bridgewater.....	42	11	156	38	22	4	235	211
Halifax.....	1,666	703	2,509	1,649	921	210	3,381	3,094
Inverness.....	10	1	71	28	9	.....	207	192
Kentville.....	79	47	318	88	42	7	686	618
Liverpool.....	21	7	95	14	13	.....	134	125
New Glasgow.....	347	41	723	470	286	31	1,495	1,198
Springhill.....	8	.....	72	11	6	.....	190	158
Sydney.....	501	139	1,405	610	284	130	2,328	2,178
Truro.....	180	59	300	184	99	4	400	450
Yarmouth-Shelburne.....	43	3	66	49	42	.....	428	392
New Brunswick.....	3,202	1,351	6,036	3,220	2,072	410	7,649	7,078
Bathurst.....	66	57	213	30	5	5	539	339
Campbellton.....	253	111	358	203	92	18	542	417
Edmundston.....	154	14	302	199	121	6	271	265
Fredericton.....	309	244	429	286	200	37	497	486
Minto.....	127	20	285	148	78	47	365	334
Moncton.....	1,279	436	2,110	1,390	837	214	1,924	1,915
Newcastle.....	134	82	297	106	53	.....	565	541
Saint John.....	596	211	1,653	635	420	45	2,542	2,355
St. Stephen.....	102	66	149	98	176	12	184	147
Sussex.....	87	47	110	69	43	21	80	113
Woodstock.....	95	63	130	56	47	5	140	166
Quebec.....	25,013	9,688	35,604	23,286	15,007	1,146	49,561	46,609
Asbestos.....	22	9	112	28	21	2	173	206
Beauharnois.....	145	40	302	154	101	.....	325	320
Buckingham.....	95	8	266	117	90	.....	315	122
Causpscal.....	91	92	84	3	1	.....	248	206
Chandler.....	173	158	136	46	31	.....	246	246
Chicoutimi.....	798	595	667	302	175	13	752	783
Dolbeau.....	22	12	67	48	10	.....	135	120
Drummondville.....	142	44	331	120	72	2	854	859
Farnham.....	74	34	156	65	63	.....	235	251
Granby.....	116	30	381	115	73	2	643	694
Hull.....	395	50	881	469	286	4	1,146	1,039
Joliette.....	191	126	450	148	51	19	647	541
Jonquiere.....	141	32	457	244	119	7	867	615
Lachute.....	134	37	230	137	72	15	266	231
La Malbaie.....	96	26	149	93	50	11	146	110
La Tuque.....	682	63	732	527	619	.....	278	303
Levis.....	147	55	724	169	79	7	1,094	998
Matane.....	370	356	148	44	27	.....	196	178
Megantic.....	397	365	214	123	187	.....	165	130
Mont Laurier.....	23	10	82	49	12	.....	117	128
Montmagny.....	99	125	367	77	58	.....	338	317
Montreal.....	13,314	4,809	15,355	12,377	8,330	609	23,191	21,575
Port Alfred.....	137	100	73	41	38	.....	333	309
Quebec.....	1,957	769	3,792	2,393	1,068	163	4,893	4,890
Rimouski.....	79	5	273	89	72	.....	325	252
Riviere du Loup.....	61	32	297	57	72	.....	487	460
Rouyn.....	290	76	528	351	237	35	391	379
St. Agathe.....	190	47	181	164	126	1	78	69
St. Anne de Bellevue.....	88	9	193	73	64	.....	214	210
St. Therese.....	161	64	217	178	95	.....	420	359
St. Georges de Beauce.....	407	544	246	219	124	.....	376	635
St. Hyacinthe.....	362	139	464	365	260	4	597	635
St. Jean.....	246	81	446	245	116	7	564	455
St. Jerome.....	237	31	484	253	181	3	564	455
St. Joseph d'Alma.....	197	83	518	149	141	4	592	482
Shawinigan Falls.....	297	20	884	523	216	60	1,127	1,019
Sherbrooke.....	1,046	220	1,484	1,046	680	117	1,763	1,823
Sorel.....	108	29	276	165	65	.....	452	471
Thetford Mines.....	160	77	529	219	101	.....	593	565
Three Rivers.....	445	92	1,228	633	365	23	1,855	1,707
Val d'Or.....	413	94	306	185	136	10	277	297
Valleyfield.....	290	31	544	327	247	.....	781	930
Victoriaville.....	175	69	350	156	76	25	441	441

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FIVE WEEKS JUNE 30 TO AUGUST 3, 1950: UNPLACED APPLICANTS
AS AT AUGUST 24, 1950**

Office	Vacancies		Applicant					
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at August 24, 1950
					Regular	Casual		
Ontario	50,818	17,377	60,761	47,556	30,879	5,257	40,308	38,692
Arnprior.....	212	24	213	210	204	4	57	57
Barrie.....	606	201	620	581	403	56	191	152
Belleville.....	631	108	764	758	455	56	543	535
Bracebridge.....	274	66	217	239	245	7	57	56
Brampton.....	255	63	191	171	215	1	79	103
Brantford.....	685	125	1,068	696	451	56	939	872
Brockville.....	210	4	263	231	130	77	103	125
Carleton Place.....	25	3	88	22	15	.....	148	163
Chatham.....	505	80	811	568	373	52	303	280
Cobourg.....	257	16	314	349	239	21	167	231
Collingwood.....	180	26	128	161	161	.....	128	127
Cornwall.....	904	23	1,039	923	804	37	644	740
Fort Erie.....	88	22	87	94	50	2	50	102
Fort Frances.....	200	93	181	174	102	26	72	64
Fort William.....	529	120	665	484	357	48	634	525
Galt.....	284	93	360	247	140	25	382	347
Gananoque.....	87	7	91	90	59	21	50	50
Goderich.....	249	111	204	238	200	18	56	49
Guelph.....	398	134	498	326	179	73	315	270
Hamilton.....	2,884	803	4,689	2,969	1,656	586	4,070	3,952
Hawkesbury.....	103	16	153	80	78	.....	168	218
Ingersoll.....	331	61	332	317	267	19	92	80
Kapuskasing.....	331	162	615	650	579	.....	72	25
Kenora.....	108	200	125	75	65	.....	130	135
Kingston.....	637	108	1,025	739	511	39	874	741
Kirkland Lake.....	434	85	429	488	199	47	301	225
Kitchener Waterloo.....	700	231	808	855	526	68	408	321
Leamington.....	542	274	450	324	166	53	238	236
Lindsay.....	145	51	143	136	97	2	130	156
Listowel.....	65	54	75	39	65	.....	127	112
London.....	2,597	1,243	2,653	2,260	1,240	349	1,127	952
Midland.....	112	14	224	137	83	20	263	290
Napanee.....	38	5	77	75	51	11	59	83
New Toronto.....	665	179	822	607	445	26	676	628
Niagara Falls.....	395	41	696	432	283	36	587	590
North Bay.....	882	248	878	802	598	45	258	250
Orillia.....	383	23	405	445	354	37	178	176
Oshawa.....	1,283	227	2,683	2,078	1,819	35	1,178	1,343
Ottawa.....	2,005	615	2,379	2,066	1,171	277	2,580	2,442
Owen Sound.....	237	68	378	313	178	27	317	316
Parry Sound.....	111	8	149	109	87	3	72	183
Pembroke.....	365	78	480	317	289	14	297	229
Perth.....	164	20	153	145	108	15	135	120
Peterborough.....	443	122	606	484	316	.....	725	837
Pictou.....	82	29	74	75	43	5	44	58
Port Arthur.....	2,532	1,846	1,181	938	925	24	830	688
Port Colborne.....	173	53	272	153	103	.....	306	330
Prescott.....	73	45	104	85	54	.....	86	115
Renfrew.....	197	22	194	173	201	10	111	84
St. Catharines.....	985	181	1,182	885	529	263	1,035	1,105
St. Thomas.....	331	120	451	475	236	20	236	196
Sarnia.....	398	67	557	525	329	21	296	325
Sault Ste. Marie.....	596	331	461	456	370	3	351	362
Simcoe.....	248	131	260	199	95	27	202	146
Sioux Lookout.....	159	112	168	158	114	8	50	87
Smiths Falls.....	59	8	452	56	41	10	544	551
Stratford.....	270	69	314	214	152	30	317	276
Sturgeon Falls.....	211	7	292	272	177	16	152	207
Sudbury.....	2,149	1,020	1,530	1,207	1,075	269	615	748
Timmins.....	646	229	646	708	404	110	556	475
Toronto.....	16,078	6,274	18,434	14,027	8,153	1,731	10,421	9,420
Trenton.....	203	38	284	316	143	6	211	187
Walkerton.....	150	53	106	111	110	.....	138	129
Wallaceburg.....	154	1	282	160	120	34	189	130
Welland.....	328	50	555	379	201	20	594	587
Weston.....	375	137	338	341	196	.....	267	281
Windsor.....	1,599	197	3,123	1,880	905	357	2,607	2,628
Woodstock.....	283	102	269	279	190	4	140	89
Manitoba	9,385	3,039	12,024	8,816	4,695	1,926	8,762	8,434
Brandon.....	714	422	724	485	373	21	487	480
Dauphin.....	144	40	232	170	77	28	181	138
Flin Flon.....	139	49	227	141	71	14	126	74
Portage la Prairie.....	289	62	345	284	212	9	167	158
The Pas.....	410	161	89	83	232	.....	49	68
Winnipeg.....	7,689	2,305	10,407	7,653	3,730	1,854	7,752	7,516

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS JUNE 30 TO AUGUST 3, 1950: UNPLACED APPLICANTS AS AT AUGUST 24, 1950

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at August 24, 1950
					Regular	Casual		
Saskatchewan	5,798	1,708	7,228	6,086	2,662	1,508	3,544	3,444
Estevan.....	107	41	89	80	48	14	59	70
Moose Jaw.....	577	183	734	627	284	137	491	616
North Battleford.....	181	108	200	163	102	1	236	217
Prince Albert.....	478	202	772	570	228	57	505	495
Regina.....	2,362	401	2,756	2,627	1,064	883	748	643
Saskatoon.....	1,407	396	2,004	1,500	626	376	1,093	1,000
Swift Current.....	169	114	150	137	79	16	150	177
Weyburn.....	157	62	163	132	97	11	60	45
Yorkton.....	360	201	360	250	134	13	202	181
Alberta	11,473	2,212	14,414	11,733	7,250	1,704	7,321	6,528
Blairmore.....	135	44	54	47	97	.....	88	99
Calgary.....	5,351	708	6,123	5,395	3,829	599	2,457	2,348
Drumheller.....	115	16	170	118	102	.....	261	270
Edmonton.....	4,502	908	6,240	5,007	2,375	1,061	3,188	2,469
Edson.....	179	103	48	51	94	.....	127	145
Lethbridge.....	745	200	1,036	753	526	33	548	701
Medicine Hat.....	213	81	249	184	120	.....	226	165
Red Deer.....	233	152	494	178	107	11	426	331
British Columbia	14,052	3,547	21,802	13,914	7,800	1,584	20,729	19,732
Chilliwack.....	303	54	434	323	188	97	451	449
Courtenay.....	58	39	346	42	38	.....	428	127
Cranbrook.....	97	42	110	104	57	.....	150	125
Dawson Creek.....	130	12	200	129	124	.....	72	48
Duncan.....	253	113	386	303	172	2	233	194
Kamloops.....	419	156	314	263	184	.....	176	136
Kelowna.....	155	20	223	166	84	39	235	331
Nanaimo.....	352	55	1,385	333	201	48	429	665
Nelson.....	145	34	181	144	82	13	180	207
New Westminster.....	884	222	2,100	1,092	559	133	2,566	2,511
Penticton.....	151	29	186	158	114	1	198	159
Port Alberni.....	235	86	371	289	171	12	170	198
Prince George.....	1,145	287	956	967	822	73	146	154
Prince Rupert.....	335	106	412	342	269	2	280	249
Princeton.....	75	12	100	76	57	2	53	45
Trail.....	275	24	386	364	213	13	251	233
Vancouver.....	7,372	1,911	11,083	7,009	3,255	906	12,373	11,875
Vernon.....	527	30	556	503	456	21	175	146
Victoria.....	1,024	289	1,912	1,186	668	222	2,087	1,800
Whitehorse.....	117	26	161	121	86	.....	76	80
Canada	124,119	40,540	166,476	119,308	73,072	14,007	158,021	146,784
Males.....	88,748	26,700	114,130	84,009	55,139	8,922	99,493	91,133
Females.....	35,371	13,840	52,346	35,299	17,933	5,085	58,528	55,651

TABLE D-6.—APPLICANTS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1940-1950

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940.....	653,455	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	559,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,265	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (31 weeks).....	894,227	335,078	1,229,305	296,535	127,687	424,222

E—Unemployment Insurance

TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS, FROM APRIL 1, 1949 TO JULY 31, 1949, AND FROM APRIL 1, 1950 TO JULY 31, 1950

Region	1949		1950	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	18,293	276,993	21,365	324,551
Quebec.....	56,992	913,947	61,104	1,002,299
Ontario.....	78,869	1,328,879	83,450	1,355,132
Prairie.....	41,521	481,784	44,268	506,429
Pacific.....	25,010	341,767	28,478	323,978
Total for Canada.....	220,685	3,343,370	238,665	3,512,389

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF JULY 31, 1950

Province and Sex	TOTAL	6 days and under	7-12 Days	13-24 Days	25-48 Days	49-72 Days	73 Days and over
Newfoundland.....	398	86	32	43	144	29	64
Male.....	382	80	29	42	142	27	62
Female.....	16	6	3	1	2	2	2
(Male).....	(6,471)	(613)	(52)	(237)	(452)	(671)	(4,446)
(Female).....	(119)	(18)	(4)	(8)	(18)	(14)	(57)
Prince Edward Island.....	431	76	42	66	64	46	137
Male.....	270	46	27	46	42	27	82
Female.....	161	30	15	20	22	19	55
Nova Scotia.....	6,584	1,120	571	762	1,281	768	2,082
Male.....	5,224	899	422	612	1,046	620	1,625
Female.....	1,360	221	149	150	235	148	457
New Brunswick.....	5,238	812	311	624	994	676	1,821
Male.....	3,994	623	236	492	807	539	1,297
Female.....	1,244	189	75	132	187	137	524
Quebec.....	39,730	6,060	3,180	5,581	6,787	4,768	13,354
Male.....	23,570	4,027	1,947	3,301	3,784	2,760	7,751
Female.....	16,160	2,033	1,233	2,280	3,003	2,008	5,603
Ontario.....	29,507	7,014	2,660	3,374	4,357	2,807	9,295
Male.....	15,832	4,272	1,438	1,747	2,023	1,347	5,005
Female.....	13,675	2,742	1,222	1,627	2,334	1,460	4,290
Manitoba.....	4,917	761	294	457	602	689	2,114
Male.....	2,302	279	127	185	293	316	1,102
Female.....	2,615	482	167	272	309	373	1,012
Saskatchewan.....	1,729	273	83	172	275	204	722
Male.....	776	118	35	78	102	92	351
Female.....	953	155	48	94	173	112	371
Alberta.....	4,768	1,858	242	396	670	493	1,109
Male.....	3,634	1,604	169	242	494	382	743
Female.....	1,134	254	73	154	176	111	366
British Columbia.....	12,381	3,048	1,278	1,366	1,720	1,333	3,636
Male.....	7,616	2,026	868	778	920	785	2,239
Female.....	4,765	1,022	410	588	800	548	1,397
TOTAL.....	105,683	21,108	8,693	12,841	16,894	11,813	34,334
MALE.....	63,600	13,974	5,298	7,523	9,653	6,895	20,257
FEMALE.....	42,083	7,134	3,395	5,318	7,241	4,918	14,077

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in totals.

TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO JULY, 1950

—	1942	1943	1944	1945	1946	1947	1948 ⁽¹⁾	1949 ⁽¹⁾	1950 ⁽¹⁾
January.....	663	4,637	11,751	20,412	71,932	63,681	109,311	140,305	196,624
February.....	4,124	4,822	12,284	14,990	59,098	47,141	88,016	108,759	125,511
March.....	2,925	5,046	10,667	13,307	50,706	43,675	76,248	103,402	133,404
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979	90,123
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692	83,082
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114	62,048
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586	52,179
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750	.....
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	59,080	.....
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	77,091	.....
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	124,889	.....
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	150,480	.....
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	794,994	1,057,127	742,971

⁽¹⁾ Revised claims included. See Table E-4 for analysis of claims filed at local offices.

TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, JULY, 1950

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	287 (1,042)	202 (528)	18 (97)	67 (417)	185 (1,083)	144 (782)	 (14)	72 (1,486)
Prince Edward Island.....	216	121	78	17	164	45	1	39
Nova Scotia.....	2,848	1,376	1,077	395	2,051	716	38	660
New Brunswick.....	2,223	1,060	846	317	1,695	531	4	458
Quebec.....	17,948	8,719	6,147	3,082	13,364	5,235	228	3,792
Ontario.....	15,869	8,399	5,052	2,418	11,439	4,311	313	3,222
Manitoba.....	2,240	938	804	498	1,514	658	66	416
Saskatchewan.....	819	409	212	198	518	282	22	137
Alberta.....	2,066	1,149	614	303	1,724	486	38	666
British Columbia.....	7,663	3,078	3,630	955	5,879	1,708	94	1,527
Total Canada, July, 1950.....	52,179	25,451	18,478	8,250	38,533	14,116 ⁽¹⁾	804	10,989
Total Canada, June, 1950.....	62,048	31,196	20,088	10,764	50,290	16,628 ⁽²⁾	876	12,675
Total Canada, July, 1949.....	49,586	27,208	16,278	6,100	36,993	10,363 ⁽³⁾	753	13,939

(1) In addition, there were 412 special requests not granted.

(2) In addition, there were 565 special requests not granted.

(3) In addition, there were 215 special requests not granted.

N.B. Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of July, 1949	Month of July, 1950	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	3,245	4,223	32,791
Not unemployed.....	644	2,335	9,474
Not capable of and not available for work.....	773	1,267	5,019
Loss of work due to a labour dispute.....	183	120	1,115
Refused offer of work and neglected opportunity to work.....	1,229	1,461	5,614
Discharged for misconduct.....	539	587	2,856
Voluntarily left employment without just cause.....	2,877	3,493	15,004
Other reasons ⁽¹⁾	873	630	3,311
Total.....	10,363	14,116	75,184

(1) These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK JULY 29 TO AUGUST 4 INCLUSIVE, AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID DURING MONTH OF JULY, 1950

Province	Number Receiving Benefit During Week July 29 to August 4 inclusive	Number Commencing Benefit During Month of July, 1950	Number of Days Benefit Paid	Amount of Benefit Paid (in Dollars)
Newfoundland.....	292 (3,971)	160 (998)	6,395 (173,582)	16,478 (330,950)
Prince Edward Island.....	327	122	8,368	17,719
Nova Scotia.....	5,216	1,822	122,205	295,096
New Brunswick.....	4,230	1,449	101,409	241,345
Quebec.....	29,655	11,135	823,803	1,861,404
Ontario.....	20,314	8,730	527,804	1,212,731
Manitoba.....	4,036	1,379	116,891	255,623
Saskatchewan.....	1,216	458	37,827	83,119
Alberta.....	2,783	1,357	70,009	172,420
British Columbia.....	8,771	4,333	238,298	570,679
Total, Canada, July, 1950.....	76,840	30,945	2,053,009	4,726,614
Total, Canada, June, 1950.....	.....	40,781	2,742,203	6,378,926
Total, Canada, July, 1949.....	.....	28,246	1,525,462	3,371,183

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JULY 31, 1950

Fiscal Year Ended March 31	RECEIPTS										Total Revenue	DISBURSEMENTS			Balance in Fund
	CONTRIBUTIONS (Gross less refunds)				Government Refund Re. Supp. Ben. Classes 3 and 4	Fines	Interest on Investments and Profit on Sale of Securities	BENEFIT PAYMENTS							
	Employer and Employee		Government					Ordinary	Supplementary	Total					
	\$	\$	\$	\$											
1942.....	36,435,609 05	7,287,121 81	.....	.....	.....	269,268 74	\$	\$	27,752 92	\$	\$	27,752 92	43,964,246 68		
1943.....	57,434,651 43	11,487,057 90	.....	.....	638 11	1,840,448 56	70,762,796 00	716,012 75	716,012 75	716,012 75	716,012 75	716,012 75	114,011,029 93		
1944.....	61,720,785 00	12,344,421 74	.....	.....	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	1,721,666 29	1,721,666 29	1,721,666 29	1,721,666 29	190,327,941 19		
1945.....	63,728,855 44	12,746,179 30	.....	.....	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	4,966,483 51	4,966,483 51	4,966,483 51	4,966,483 51	268,034,459 86		
1946.....	62,566,589 66	12,513,778 66	.....	.....	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	31,993,240 34	31,993,240 34	31,993,240 34	31,993,240 34	317,240,660 34		
1947.....	76,015,030 91	15,203,457 58	.....	.....	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	43,114,329 18	43,114,329 18	43,114,329 18	43,114,329 18	372,878,625 64		
1948.....	83,870,834 47	16,366,400 70	.....	.....	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	34,947,020 32	34,947,020 32	34,947,020 32	34,947,020 32	447,734,939 21		
1949.....	98,581,559 98	20,924,013 71	.....	.....	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	49,826,752 16	49,826,752 16	49,826,752 16	49,826,752 16	529,535,437 38		
1950.....	104,432,415 94	20,094,332 20	.....	.....	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	85,006,136 24	85,006,136 24	85,824,202 13	85,824,202 13	582,646,972 52		
April.....	9,012,614 79	1,799,207 99	.....	.....	1,675 00	1,207,873 23	12,021,371 01	11,852,510 62	2,487,558 22	2,487,558 22	14,340,088 84	14,340,088 84	580,328,274 69		
May.....	8,250,223 46	1,650,025 60	13,425 50	2,967 00	1,207,873 23	11,124,514 79	9,583,280 19	9,583,280 19	909,879 87	909,879 87	10,493,160 06	10,493,160 06	580,959,629 42		
June.....	8,612,676 59	1,722,248 56	.....	3,401 00	1,207,018 15	11,545,344 30	6,374,712 79	6,374,712 79	281,441 50	281,441 50	6,656,154 29	6,656,154 29	585,848,819 43		
July.....	*9,122,651 74	1,825,008 73	.....	4,927 35	1,221,426 54	12,174,014 36	4,723,264 87	4,723,264 87	34,504 55	34,504 55	4,757,769 42	4,757,769 42	593,265,064 37		
SUB-TOTAL.....	34,998,166 58	6,996,490 88	13,425 50	12,970 35	4,844,191 15	46,865,244 46	882,649,676 58	284,853,162 18	3,713,384 14	3,713,384 14	36,247,132 61	36,247,132 61	593,265,064 37		
TOTAL.....	679,784,498 46	135,963,254 48	13,425 50	54,510 34	66,833,987 80	882,649,676 58	284,853,162 18	4,531,450 03	4,531,450 03	4,531,450 03	289,384,612 21	289,384,612 21	593,265,064 37		

*Stamps \$4,566,437.86. Meter \$1,179,679.39. Bulk \$3,198,426.05. Arm. Serv. \$178,108.44. Total \$9,122,651.74.

**TABLE E-8.—MONTHLY ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT, FROM JUNE 1, 1949 TO JUNE 1, 1950**

Beginning of the Month of:	Total	Employed	Claimants ¹
1949—June.....	2,556,000	2,460,000	96,000
July.....	2,597,000	2,516,600	80,400
August.....	2,621,000	2,541,100	79,900
September.....	2,637,000	2,556,200	80,800
October.....	2,626,000	2,542,500	83,500
November.....	2,625,000	2,519,100	105,900
December.....	2,678,000	2,525,700	152,300
1950—January.....	2,667,000	2,444,900	222,100
February.....	2,659,000	2,361,800	297,200
March.....	2,644,000	2,357,800	286,200
April.....	2,715,000	2,449,600	265,400
May.....	2,659,000	2,449,100	209,900
June.....	2,690,000	2,543,500	146,500

(¹) Ordinary Claimants signing live unemployment register on last working day of the preceding month.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

—	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	118.9	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		105.0	
1929.....		121.7	134.7	119.7	112.6	134.8		104.8	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	116.1	113.8	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1946.....									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947.....									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948.....									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
1949.....									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950.....									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF AUGUST 1950

(Base: August 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	Aug. 1, 1949	July 3, 1950	Aug. 1, 1950						
Halifax.....	157.2	158.5	158.9	212.8	117.4	132.6	192.8	155.3	123.1
St. John.....	159.7	164.0	164.9	208.6	122.4	134.8	197.5	163.7	131.3
Montreal.....	166.1	171.6	172.3	225.4	135.0	135.5	172.6	173.5	130.6
Toronto.....	158.5	164.2	164.4	207.5	136.9	157.7	179.7	165.0	130.9
Winnipeg.....	157.9	161.9	163.1	218.1	128.8	121.9	175.3	189.4	125.6
Saskatoon.....	163.8	166.4	167.2	223.6	126.1	140.8	186.1	172.8	123.3
Edmonton.....	158.3	163.4	165.0	229.0	120.7	114.6	185.6	161.9	129.3
Vancouver.....	164.2	169.0	169.6	223.3	124.4	140.5	189.1	163.3	136.3

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Dec. 1941	Aug. 1945	Aug. 1946	Aug. 1948	Aug. 1949	July 1950	Aug. 1950	Price Aug. 1950
Beef, sirloin steak.....	lb.	120.7	154.8	163.1	250.5	260.6	314.9	328.2	91.3
Beef, round steak.....	lb.	125.7	167.9	177.2	275.9	289.9	350.2	365.3	87.1
Beef, rolled rib roast, prime.....	lb.	125.5	174.3	185.7	275.2	290.9	344.2	357.9	83.7
Beef, blade roast, blade removed.....	lb.	132.7	161.6	168.6	287.4	311.9	375.3	389.3	64.1
Beef stewing, boneless.....	lb.	136.7	168.3	173.5	308.2	347.8	418.7	438.1	61.0
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	263.9	317.2	352.8	360.4	61.7
Lamb, leg roast.....	lb.	109.9	164.4	171.1	238.7	268.7	322.5	315.5	90.1
Pork, fresh loins, centre-cut.....	lb.	125.3	143.8	162.6	231.4	247.9	242.2	244.4	65.8
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	164.8	247.8	279.8	277.5	285.6	53.2
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	141.5	162.4	225.5	236.4	222.2	222.5	82.8
Lard, pure, package.....	lb.	151.3	157.9	178.1	250.9	192.1	188.3	203.6	22.6
Shortening, package.....	lb.	134.7	137.5	140.3	223.6	219.4	219.5	222.9	32.0
Eggs, grade "A" large, carton.....	doz.	156.4	155.3	176.3	219.7	241.2	193.3	200.1	61.6
Milk.....	qt.	111.0	95.4	114.7	159.6	164.2	166.1	166.1	18.1
Butter, creamery, prints.....	lb.	140.5	144.3	164.1	266.3	226.7	211.0	211.0	57.6
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	168.3	220.8	226.7	223.0	224.5	29.9
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	150.8	165.1	165.1	165.1	10.5
Flour, all purpose.....	lb.	127.3	124.2	124.2	187.9	221.2	221.2	221.2	7.4
Rolled Oats, package.....	lb.	112.0	114.0	114.0	150.4	155.2	175.1	178.1	11.8
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	100.0	159.8	163.0	164.1	164.1	15.1
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	139.6	253.8	191.5	172.5	171.6	18.0
Peas, 15 oz.....	tin	117.5	121.7	124.2	151.7	146.7	144.9	144.9	16.4
Corn, Cream, choice, 15 oz.....	tin	128.3	132.7	133.6	200.0	187.6	170.5	169.4	15.2
Beans, dry.....	lb.	129.4	133.3	137.3	296.1	262.7	240.9	240.9	11.9
Onions, cooking.....	lb.	108.2	142.9	153.1	210.2	179.6	183.5	177.5	8.8
Potatoes, No. 1, table.....	10 lbs.	89.9	218.3	180.8	197.6	203.5	196.4	189.5	41.7
Prunes, bulk or in bag.....	lb.	115.8	120.2	142.1	174.6	188.6	205.2	207.8	24.0
Raisins, seedless, bulk or in bag.....	lb.	104.0	107.9	126.5	141.1	128.5	133.2	132.6	19.5
Oranges, California.....	doz.	132.5	154.6	151.9	116.4	143.8	148.8	142.2	39.0
Lemons.....	$\frac{3}{4}$ doz.	111.3	147.7	144.3	140.0	144.6	176.1	177.4	28.2
Jam, strawberry, 16 oz.....	jar	111.3	115.1	132.1	151.6	146.1	148.5	155.0	26.2
Peaches, 20 oz.....	tin	101.5	105.1	107.1	154.8	142.6	140.6	141.1	27.3
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	136.2	148.0	142.1	141.4	142.2	19.0
Corn Syrup, 2 lb.....	tin	138.0	158.2	168.8	191.5	178.7	178.7	179.3	30.5
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	132.3	149.2	150.8	164.8	174.3	11.0
Sugar, yellow, branded package.....	lb.	131.3	134.9	134.9	154.0	155.6	171.4	179.2	11.4
Coffee, medium quality, in bag.....	lb.	141.6	131.4	132.8	183.7	189.1	272.3	281.3	97.0
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.1	176.5	181.0	181.3	53.1

*Descriptions and units of sale apply to August, 1950 prices.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	1949	July 1949	May 1950	June 1950	July 1950
All Commodities	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	157.0	156.6	161.8	165.0	166.9
Classified According to Chief Component Material—																
I. Vegetable Products	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	141.1	144.3	148.5	149.0	150.1
II. Animals and Their Products	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	131.8	168.7	167.2	169.2	166.9	173.0	177.8
III. Fibres Textiles and Textile Products	58.2	137.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	128.8	157.0	161.0	161.2	164.5	165.4	165.6
IV. Wood, Wood Products and Paper	63.9	89.1	134.4	106.3	93.9	62.8	79.2	96.0	120.0	162.4	186.2	187.5	184.3	194.7	201.0	205.8
V. Iron and Its Products	68.9	136.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	137.9	159.2	172.1	171.3	181.2	182.4	182.5
VI. Non-ferrous Metals and Their Products	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	124.4	149.6	144.0	129.6	144.1	158.2	159.1
VII. Non-Metallic Minerals and Their Products	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	114.5	133.5	136.5	134.4	140.1	140.3	140.7
VIII. Chemicals and Allied Products	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.9	120.1	123.6	121.9	117.5	118.0	118.6
Classified According to Purpose—																
I. Consumers' Goods	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	143.9	145.6	145.5	147.2	149.0
Food, Beverages and Tobacco	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	152.3	154.4	159.2	155.5	158.7	163.0
Other Consumer's Goods	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	113.9	133.2	136.9	136.6	138.9	139.5	139.7
II. Producers' Goods	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	129.3	153.9	159.0	156.5	166.3	170.8	171.7
Producers' Equipment	55.1	81.9	108.6	104.1	94.6	86.0	95.4	107.1	119.1	133.1	155.7	161.0	158.0	164.8	165.1	165.1
Producers' Materials	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	128.9	153.7	158.7	156.3	166.5	171.4	172.4
Building and Construction	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	166.4	195.7	201.5	200.6	209.6	218.4	224.2
Manufacturers	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	122.5	146.6	151.5	148.8	159.2	163.4	163.6
Classified According to Degree of Manufacture—																
I. All Raw (or partly manufactured)	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	160.6	160.8	168.0	171.8	175.3
II. All Manufactured (fully or chiefly)	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	142.3	142.1	143.9	145.4	146.3
Canadian Farm Products.—																
Field	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	126.4	133.0	125.7	130.5	125.8	126.0	126.4
Animal	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	143.9	177.6	182.7	184.6	190.9	196.0	200.8
TOTAL	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	147.0	150.7	150.1	152.2	154.2

The indexes for 1950 are subject to revision.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	Bacon, side, fancy, sliced rind-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	79.0	73.6	b 68.3	54.0	b 51.0	.....	89.3	63.7	54.7	.....
Nova Scotia—										
2—Halifax.....	89.7	84.8	81.8	62.7	62.0	50.0	.....	65.6	53.5	86.6
3—New Glasgow.....	88.9	83.3	76.1	b 61.0	59.1	.....	84.5	65.5	54.4	84.0
4—Sydney.....	.....	.....	.....	b 60.0	54.5	.....	76.0	65.0	.....	88.2
5—Truro.....	86.0	76.7	.....	60.0	54.5	.....	76.0	65.0	.....	81.5
New Brunswick—										
6—Fredericton.....	83.2	72.7	73.0	b 53.5	49.8	56.5	83.5	61.4	45.7	81.8
7—Moncton.....	83.7	79.4	77.3	b 57.8	51.9	.....	76.2	66.5	52.9	82.5
8—Saint John.....	95.8	86.2	b 80.3	b 62.5	60.1	57.8	87.5	66.9	53.6	84.1
Quebec—										
9—Chicoutimi.....	101.0	95.0	.....	63.7	.....	.....	75.0	63.0	54.0	83.6
10—Hull.....	85.9	84.2	75.4	60.9	56.8	54.8	.....	62.2	50.7	76.1
11—Montreal.....	101.1	93.4	86.6	61.4	58.9	58.4	81.9	61.2	52.3	74.4
12—Quebec.....	96.3	92.1	76.5	57.9	51.1	57.3	84.3	52.5	47.0	76.5
13—St. Hyacinthe.....	82.4	79.7	76.0	57.0	52.2	60.0	.....	62.1	51.6	74.7
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	77.6
15—Sherbrooke.....	89.7	85.3	73.6	55.7	49.3	54.0	.....	61.1	53.2	81.7
16—Sorel.....	84.1	81.0	74.2	54.3	49.8	.....	.....	64.2	47.6	78.9
17—Thetford Mines.....	81.7	81.3	.....	.....	.....	.....	.....	.....	46.5	.....
18—Three Rivers.....	100.2	87.0	71.4	51.8	47.6	.....	.....	60.4	49.5	78.5
Ontario—										
19—Belleville.....	83.0	82.3	77.7	b 61.0	60.0	.....	.....	63.3	49.0	78.4
20—Brantford.....	93.9	90.4	90.8	71.2	64.4	63.6	102.0	67.5	50.9	81.9
21—Brockville.....	96.3	94.0	94.0	b 66.0	63.0	54.3	.....	67.6	55.0	81.1
22—Chatham.....	100.7	96.3	92.3	b 69.4	65.9	.....	.....	71.0	55.0	80.3
23—Cornwall.....	88.3	87.7	83.8	64.8	63.5	.....	.....	67.0	56.7	79.7
24—Fort William.....	85.4	81.6	82.2	62.2	62.0	.....	.....	65.3	.....	83.3
25—Galt.....	94.0	90.5	86.7	69.0	62.7	.....	.....	66.0	51.5	80.8
26—Guelph.....	95.1	93.1	89.7	b 68.5	66.0	63.2	95.3	66.0	48.9	80.8
27—Hamilton.....	98.2	94.5	88.5	b 70.3	65.3	65.6	99.9	66.9	48.9	77.6
28—Kingston.....	90.0	86.4	84.3	62.5	59.0	.....	92.3	63.9	47.3	80.5
29—Kitchener.....	93.9	92.9	85.9	67.3	66.2	63.3	95.0	68.4	52.0	82.0
30—London.....	96.3	94.4	86.5	69.0	64.1	61.5	99.8	66.9	53.1	82.2
31—Niagara Falls.....	95.9	92.5	89.0	67.7	67.0	.....	.....	65.5	51.0	78.9
32—North Bay.....	88.4	87.2	82.3	65.2	61.0	.....	.....	65.8	48.7	83.3
33—Oshawa.....	89.9	87.3	85.2	66.6	62.7	.....	.....	64.7	48.9	76.5

COAL AND RENTALS BY CITIES, AUGUST, 1950

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton per doz.	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—			e							
1—Charlottetown.....	22.2	31.9	60.6	16.0	58.5	32.6	10.7	7.9	10.9	16.2
Nova Scotia—										
2—Halifax.....	24.6	32.1	63.5	19.0	58.9	30.6	11.2	7.8	12.5	15.7
3—New Glasgow.....	23.0	31.9	65.7	19.0	59.1	31.2	12.0	7.7	12.2	16.3
4—Sydney.....	20.8	31.4	67.5	20.0	60.0	31.0	12.0	7.8	12.4	16.5
5—Truro.....	24.3	31.6	64.9	18.0	60.2	32.2	12.0	7.8	12.9	15.3
New Brunswick—			e							
6—Fredericton.....	23.7	31.6	70.0	17.0	59.5	31.5	11.3	7.9	11.9	15.4
7—Moncton.....	23.7	32.1	66.0	17.0	59.5	30.5	11.3	8.0	12.7	15.9
8—Saint John.....	24.7	32.5	67.1	18.0	59.7	31.5	11.3	7.9	11.9	15.0
Quebec—										
9—Chicoutimi.....	25.6	33.5	63.4	17.0	56.9	31.8	11.2	8.0	.....	17.3
10—Hull.....	22.1	30.7	60.7	18.0	55.0	29.1	10.0	7.0	11.1	14.4
11—Montreal.....	23.6	32.1	63.3	17.5	55.4	29.2	10.0	7.2	11.9	14.7
12—Quebec.....	22.7	32.1	63.9	17.0	56.2	30.4	9.5	7.1	11.9	15.3
13—St. Hyacinthe.....	23.2	31.7	60.8	16.0	56.0	28.2	10.0	7.4	12.1	14.9
14—St. Johns.....	22.6	32.7	.....	16.0	55.9	30.8	8.7	7.5	12.5	15.0
15—Sherbrooke.....	22.2	31.1	64.6	17.0	55.6	30.3	10.2	7.7	11.6	15.5
16—Sorel.....	22.4	31.3	59.4	16.0	54.9	29.4	9.3	7.7	11.3	15.1
17—Thetford Mines.....	23.0	31.6	62.1	16.0	55.6	30.5	9.3	7.9	11.4	16.0
18—Three Rivers.....	21.4	31.5	64.5	17.0	54.2	29.2	8.7	7.1	12.5	15.0
Ontario—			f							
19—Belleville.....	22.7	31.4	59.2	18.0	58.1	29.7	10.0	7.8	12.1	14.8
20—Brantford.....	19.6	31.2	60.8	18.0	57.4	28.1	10.0	7.4	11.9	14.8
21—Brockville.....	23.3	32.2	63.5	18.0	57.5	28.9	10.0	7.3	11.6	14.6
22—Chatham.....	21.9	31.8	58.5	18.0	58.9	29.2	10.0	7.6	12.1	14.7
23—Cornwall.....	22.9	31.0	62.6	18.0	56.5	29.1	8.7	7.2	11.5	14.8
24—Fort William.....	20.5	30.4	60.1	20.0	56.3	30.8	10.7	7.2	11.5	15.1
25—Galt.....	20.4	31.9	60.4	18.0	57.8	28.5	10.0	7.5	12.2	14.7
26—Guelph.....	21.6	32.1	60.9	18.0	57.3	28.8	10.0	7.4	11.9	14.9
27—Hamilton.....	21.6	31.2	61.1	19.0	58.1	28.8	10.0	7.4	11.5	14.7
28—Kingston.....	21.2	31.5	61.6	18.0	56.4	29.3	9.3	7.2	12.4	14.7
29—Kitchener.....	20.0	32.0	58.4	18.0	58.0	28.7	10.0	7.6	11.3	14.7
30—London.....	21.8	32.1	59.3	18.0	58.2	29.1	10.0	7.2	12.0	14.6
31—Niagara Falls.....	23.4	32.6	63.4	19.0	58.9	29.4	10.0	7.3	11.4	14.6
32—North Bay.....	23.3	33.0	66.3	18.0	58.7	29.6	10.7	7.8	12.9	15.7
33—Oshawa.....	20.8	31.6	60.9	18.0	57.6	28.7	10.0	7.5	11.5	14.6

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	Bacon, side fancy, sliced rind-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	91.9	88.0	86.6	66.3	60.3	58.5	96.3	65.0	53.7	78.7
35—Owen Sound.....	90.7	88.0	85.2	64.5	57.0	.....	.....	63.0	49.7	83.2
36—Peterborough.....	96.1	92.9	86.3	67.3	64.3	.....	.....	67.1	51.4	78.2
37—Port Arthur.....	83.4	79.2	79.0	60.7	61.4	.....	.....	64.4	53.3	83.0
38—St. Catharines.....	93.7	90.7	.....	67.3	64.3	.....	.....	68.3	.....	79.1
39—St. Thomas.....	92.8	90.8	87.7	67.6	64.0	.....	.....	66.4	51.7	77.8
40—Sarnia.....	89.9	87.9	82.4	65.5	61.7	64.7	.....	66.3	52.7	79.8
41—Sault Ste. Marie.....	90.6	89.6	81.2	64.1	66.8	.....	.....	68.4	55.8	79.7
42—Stratford.....	93.5	94.5	88.6	67.4	60.0	.....	.....	66.6	53.0	80.7
43—Sudbury.....	90.0	88.9	82.3	65.3	64.2	.....	.....	64.7	56.0	84.0
44—Timmins.....	95.9	94.7	88.1	67.8	65.1	64.7	.....	65.7	55.6	82.9
45—Toronto.....	96.4	91.1	89.5	70.1 b	63.3	62.0	92.1	65.9	48.1	80.3
46—Welland.....	90.7	90.1	84.0	67.0 b	60.6	.....	.....	63.8	51.4	79.1
47—Windsor.....	91.5	87.8	84.3	64.6 b	64.2	.....	96.7	64.1	49.2	80.7
48—Woodstock.....	95.0	93.3	87.3	66.7	66.0	.....	103.0	65.0	49.7	82.3
Manitoba—										
49—Brandon.....	90.0	85.0	.....	61.0	57.3	.....	.....	65.0	.....	87.1
50—Winnipeg.....	87.2	79.6	86.6	65.0	60.4	57.4	91.5	60.7	56.4	82.4
Saskatchewan—										
51—Moose Jaw.....	83.0	77.3	77.3 b	63.2 b	60.0	.....	90.7	66.6	53.8	86.2
52—Prince Albert.....	78.0	75.0	72.5	58.3 b	56.2	62.3	.....	64.2	53.4	85.1
53—Regina.....	82.8	78.5	79.6	63.4 b	59.9	63.6	89.7	66.0	55.0	89.4
54—Saskatoon.....	80.0	74.9	75.6	57.4 b	57.5	65.0	81.3	65.4	55.1 d	85.9
Alberta—										
55—Calgary.....	92.0	86.4	89.1	67.9 b	63.4	71.8	90.7	66.3	59.9	86.3
56—Drumheller.....	90.0	87.0	82.7	66.8 b	61.5	.....	.....	67.0	54.8	88.5
57—Edmonton.....	88.7	83.3	83.3	60.0 b	60.6	63.7	91.9	64.2	52.6	87.9
58—Lethbridge.....	91.0	84.7	88.5	66.7	66.7	61.7	.....	63.0	.....	89.0
British Columbia—										
59—Nanaimo.....	96.3	92.3	91.0	.....	65.0	.....	91.0	74.7	63.7	90.4
60—New Westminster.....	95.3	88.3	84.7	68.4	65.7	65.0	87.0	73.3	60.4	93.6
61—Prince Rupert.....	100.3	96.5	98.3	68.7	68.0	.....	.....	68.3	65.0	95.3
62—Trail.....	95.6	88.1	83.7	66.6	64.7	.....	.....	71.8	62.2	97.3
63—Vancouver.....	104.5	92.8	99.3	78.1	68.4	72.7	89.9	75.3	62.1	93.2
64—Victoria.....	105.6	95.5	95.7	69.8	73.6	73.8	97.8	74.6	60.8	88.3

COAL AND RENTALS BY CITIES, AUGUST, 1950

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{4}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	22·3	31·7	63·2	18·0	57·3	29·5	10·0	7·3	11·8	14·6
35—Owen Sound.....	20·4	31·8	56·9	18·0	58·1	28·5	10·0	7·6	12·0	15·0
36—Peterborough.....	20·0	30·9	59·7	18·0	57·4	28·8	10·0	7·4	11·7	13·8
37—Port Arthur.....	21·5	30·7	62·4	20·0	56·5	30·5	10·7	7·0	11·4	15·5
38—St. Catharines.....	22·1	31·0	63·2	19·0	57·5	28·1	10·0	7·2	11·4	14·2
39—St. Thomas.....	20·9	31·8	60·8	18·0	58·6	29·8	10·0	7·6	12·7	14·9
40—Sarnia.....	22·8	32·8	59·8	18·0	59·2	30·2	10·0	7·7	11·6	14·7
41—Sault Ste. Marie.....	22·4	31·7	63·9	20·0	58·1	30·1	10·7	7·5	11·6	14·8
42—Stratford.....	21·4	32·7	57·6	18·0	58·2	28·9	10·0	7·2	11·6	15·0
43—Sudbury.....	20·8	31·7	63·5	20·0	57·6	29·2	10·7	7·9	12·9	15·4
44—Timmins.....	22·4	32·1	62·9	20·0	57·1	29·6	11·3	7·7	11·5	15·4
45—Toronto.....	22·6	31·6	61·4	19·0	57·3	28·3	10·0	7·2	11·6	14·1
46—Welland.....	20·9	32·1	61·6	19·0	58·3	29·5	10·0	7·1	11·4	14·4
47—Windsor.....	21·8	31·8	59·6	19·0	57·6	29·2	10·0	7·4	12·0	14·9
48—Woodstock.....	21·3	31·4	57·0	18·0	57·3	29·4	10·0	6·7	11·9	14·5
Manitoba—										
49—Brandon.....	24·2	32·6	55·7	16·0	55·8	31·2	10·7	7·4	11·8	15·6
50—Winnipeg.....	23·7	32·1	56·9	17·0	55·3	30·3	12·0	7·0	11·3	14·9
Saskatchewan—										
51—Moose Jaw.....	22·9	32·4	51·0	18·0	54·7	29·2	11·2	7·1	.....	15·0
52—Prince Albert.....	22·6	33·2	59·2	18·0	56·1	29·9	9·6	7·4	11·4	15·1
53—Regina.....	23·1	33·8	53·4	18·0	54·3	30·6	11·2	7·2	11·7	15·1
54—Saskatoon.....	22·5	33·9	54·0	18·0	55·1	29·6	10·4	7·0	11·7	14·8
Alberta—										
55—Calgary.....	23·3	33·5	59·6	19·0	57·0	30·0	11·2	7·2	11·4	15·0
56—Drumheller.....	24·7	36·7	61·0	20·0	58·9	31·2	11·2	7·7	12·5	15·8
57—Edmonton.....	22·7	34·3	56·8	18·0	56·7	30·1	10·4	7·1	11·5	14·7
58—Lethbridge.....	22·0	32·4	60·3	18·0	57·0	29·5	11·2	7·3	11·5	14·6
British Columbia—										
59—Nanaimo.....	25·5	30·5	64·0	19·0	61·4	31·0	13·9	7·2	11·3	15·0
60—New Westminster.....	25·4	29·3	63·6	19·0	59·3	29·2	12·8	7·2	11·7	14·9
61—Prince Rupert.....	24·9	32·1	68·9	25·0	61·1	33·3	14·0	7·9	12·5	15·9
62—Trail.....	25·0	34·3	67·0	20·0	59·6	30·6	13·0	7·5	11·3	15·0
63—Vancouver.....	24·3	29·0	63·4	17·0	59·4	29·9	12·8	7·3	11·4	14·7
64—Victoria.....	25·4	29·6	65·5	19·0	59·9	30·5	12·8	7·6	12·0	14·9

TABLE F-1.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag per lb.	Oranges, California per dozen	Lemons, 300's per $\frac{1}{2}$ dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2 $\frac{1}{2}$'s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream' choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	20-0	.....	15-6	11-4	9-7	40-2	25-2	.....	49-8	37-5	50-3
Nova Scotia—											
2—Halifax.....	20-9	17-3	16-3	11-4	8-3	34-7	25-2	17-8	41-1	27-7	50-8
3—New Glasgow.....	20-3	.....	15-9	10-7	8-6	47-3	26-0	23-7	39-3	29-3	48-6
4—Sydney.....	20-3	16-4	16-4	10-4	8-4	35-8	28-3	19-1	40-5	31-4	8-8
5—Truro.....	19-3	.....	.....	10-6	9-3	40-8	25-8	18-7	42-3	28-3	50-3
New Brunswick—											
6—Fredericton.....	18-7	17-6	18-3	11-3	9-2	33-6	23-8	19-5	44-4	27-3	48-6
7—Moncton.....	18-8	16-4	13-8	10-7	9-5	34-9	26-1	18-3	39-9	29-1	50-6
8—Saint John.....	17-5	16-0	14-3	11-1	8-8	32-3	24-4	19-0	40-5	27-9	50-1
Quebec—											
9—Chicoutimi.....	15-8	16-7	.....	.....	12-3	44-7	19-5	23-0	40-8	28-8	56-8
10—Hull.....	14-6	16-9	.....	10-4	9-5	34-9	24-3	19-1	36-3	26-9	47-2
11—Montreal.....	14-3	12-7	13-1	11-2	9-5	27-5	22-9	18-6	37-8	24-9	48-8
12—Quebec.....	15-2	16-9	14-8	10-9	9-7	32-3	22-4	19-0	39-6	27-8	50-8
13—St. Hyacinthe.....	14-3	16-6	14-9	9-9	8-6	27-9	23-5	18-8	38-7	26-0	48-3
14—St. Johns.....	14-9	.....	.....	10-6	9-9	26-5	23-7	20-3	39-9	30-0	49-4
15—Sherbrooke.....	14-7	14-9	.....	10-2	8-9	28-9	26-0	19-4	40-5	24-7	50-6
16—Sorel.....	14-9	15-4	.....	10-6	9-7	29-7	21-0	18-3	38-4	25-0	47-4
17—Thetford Mines.....	15-7	.....	.....	11-2	9-3	34-1	24-5	20-5	39-3	26-0	48-0
18—Three Rivers.....	15-0	.....	.....	10-3	8-9	30-5	21-9	19-7	37-2	26-5	48-6
Ontario—											
19—Belleville.....	16-3	14-6	15-5	12-8	9-0	41-4	.....	19-3	37-5	28-5	47-3
20—Brantford.....	17-8	15-6	14-6	11-3	8-2	37-9	24-0	18-3	36-0	25-9	46-5
21—Brockville.....	16-3	17-5	14-9	12-2	9-7	41-3	25-0	19-7	38-7	26-9	48-0
22—Chatham.....	17-6	15-9	13-9	10-6	8-2	36-3	23-0	18-1	35-7	27-3	48-0
23—Cornwall.....	17-7	16-0	14-8	11-4	8-9	33-8	24-0	22-7	36-6	25-0	47-0
24—Fort William.....	17-4	17-5	14-4	11-8	8-6	49-0	23-0	22-6	40-5	29-9	50-7
25—Galt.....	16-1	18-3	13-6	10-7	7-8	47-3	25-7	18-9	34-2	27-6	46-0
26—Guelph.....	16-4	16-2	14-4	11-2	7-9	38-7	23-3	18-1	36-0	28-0	45-0
27—Hamilton.....	16-5	18-2	14-6	12-8	8-1	42-3	25-8	18-6	38-1	28-2	45-6
28—Kingston.....	16-0	14-8	14-9	12-0	8-5	36-4	23-7	17-9	38-1	26-7	47-4
29—Kitchener.....	17-4	16-5	14-5	11-0	8-1	39-5	24-5	18-7	35-4	27-9	46-3
30—London.....	17-1	16-7	14-9	10-9	8-4	33-6	23-7	18-0	36-0	26-3	45-2
31—Niagara Falls.....	16-2	16-4	14-3	11-7	7-4	36-3	23-5	19-2	37-8	29-0	46-8
32—North Bay.....	18-6	.....	.....	11-9	8-9	43-4	.....	21-3	39-9	28-3	49-0
33—Oshawa.....	15-7	16-9	14-4	11-5	9-0	35-8	24-0	18-4	38-1	29-4	47-0

COAL AND RENTALS BY CITIES, AUGUST, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent(a)
				Granulated, bulk or in bag, per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—						t				
1—Charlottetown.....	28·6	37·0	34·5	10·9	10·5	103·0	50·2	.....	15.50	.....
Nova Scotia—						t				
2—Halifax.....	28·6	38·3	31·9	10·4	10·8	101·8	50·0	.....	16.75	31.00-35.00
3—New Glasgow.....	28·5	43·0	34·0	10·9	11·1	108·3	50·0	.....	.....	.....
4—Sydney.....	28·6	43·5	32·7	10·8	11·1	100·3	50·3	.....	11.85	22.00-26.00
5—Truro.....	29·5	38·2	32·9	10·7	11·3	97·0	50·1	.....	15.70	.....
New Brunswick—										
6—Fredericton.....	.....	41·0	33·0	10·8	10·8	99·2	50·0	.....	16.80	23.00-27.00
7—Moncton.....	28·5	39·6	32·4	11·4	.....	98·3	49·9	.....	16.47	.....
8—Saint John.....	28·0	37·5	32·0	10·8	10·6	98·4	50·5	.....	17.75	23.50-27.50
Quebec—						t				
9—Chicoutimi.....	30·6	42·5	35·0	10·9	10·4	109·0	55·2	25.37	.....	.....
10—Hull.....	25·9	37·4	28·9	10·7	10·2	96·5	53·5	24.50	.....	.....
11—Montreal.....	27·6	38·7	28·4	10·0	10·7	100·2	54·6	25.85	.....	28.50-32.50
12—Quebec.....	27·8	41·4	30·1	10·9	10·7	102·4	55·7	24.50	.....	33.00-37.00
13—St. Hyacinthe.....	27·7	37·9	29·3	10·4	10·2	101·0	54·6	26.00	.....	.....
14—St. Johns.....	27·5	38·0	30·3	10·2	9·7	102·4	55·7	23.50	.....	.....
15—Sherbrooke.....	28·6	38·5	29·6	10·5	10·4	101·7	55·9	25.00	.....	25.50-29.50
16—Sorel.....	27·0	39·1	30·0	10·4	10·0	94·7	53·4	23.75	.....	.....
17—Thetford Mines.....	26·8	38·5	31·6	10·5	10·2	96·0	53·0	26.50	.....	.....
18—Three Rivers.....	26·1	39·4	29·1	10·6	10·7	101·7	55·4	24.50	.....	.....
Ontario—										
19—Belleville.....	.....	35·0	29·0	11·6	11·6	100·3	54·0	24.00	.....	.....
20—Brantford.....	26·1	33·5	28·6	10·7	10·8	93·4	54·6	24.00	.....	24.50-28.50
21—Brockville.....	.....	37·8	28·7	10·6	11·1	99·8	54·3	24.50	.....	.....
22—Chatham.....	.....	36·0	29·2	11·0	11·4	94·2	54·7	24.00	.....	.....
23—Cornwall.....	26·7	36·8	28·9	10·7	10·5	101·9	54·6	25.50	.....	.....
24—Fort William.....	26·0	37·8	30·8	11·5	11·7	92·5	52·3	26.00	.....	31.50-35.50
25—Galt.....	.....	35·0	28·1	11·0	11·2	98·0	54·6	24.50	.....	.....
26—Guelph.....	26·0	32·4	28·1	10·6	11·0	95·3	54·4	24.00	.....	.....
27—Hamilton.....	25·4	32·8	28·1	10·5	11·1	95·7	54·7	23.50	.....	33.00-37.00
28—Kingston.....	28·0	34·5	28·8	10·5	10·7	94·2	52·5	24.50	.....	37.00-41.00
29—Kitchener.....	26·2	35·4	27·7	10·8	10·8	93·5	55·7	24.00	.....	32.50-36.50
30—London.....	26·7	36·5	28·5	11·0	11·0	97·7	54·2	24.00	.....	31.00-35.00
31—Niagara Falls.....	.....	36·3	28·4	10·7	11·4	95·1	55·0	23.50	.....	.....
32—North Bay.....	.....	38·7	30·7	11·5	11·4	102·6	54·5	26.50	.....	.....
33—Oshawa.....	.....	41·7	27·6	10·5	10·6	95·7	54·1	24.00	.....	.....

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag per lb.	Oranges, California per dozen	Lemons, 300's per 1/2 dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2 1/2's (23 oz.), per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	15·4	13·9	13·9	10·7	8·9	40·1	n 24·7	18·0	34·5	26·4	48·0
35—Owen Sound.....	17·0	15·6	15·4	11·4	8·9	37·1	19·8	19·0	38·7	.....	47·4
36—Peterborough.....	16·3	17·6	.....	12·0	9·3	37·5	23·7	18·5	36·0	25·8	48·2
37—Port Arthur.....	16·9	18·4	15·4	12·6	8·3	47·9	24·7	23·9	39·6	29·1	48·2
38—St. Catharines.....	17·7	16·0	13·6	11·6	8·4	39·4	.....	18·7	35·4	26·6	45·6
39—St. Thomas.....	17·4	17·3	15·4	10·3	8·0	33·3	24·5	19·0	36·0	28·2	47·3
40—Sarnia.....	17·7	16·7	15·6	12·4	7·8	32·2	.....	18·3	40·5	29·3	47·0
41—Sault Ste. Marie.....	17·1	.....	14·2	11·3	8·4	42·7	p 27·1	18·9	37·5	29·6	48·9
42—Stratford.....	19·0	16·5	s 15·1	11·9	8·7	38·2	n 27·7	17·8	36·6	26·7	46·9
43—Sudbury.....	15·6	16·3	14·9	10·7	8·6	43·9	23·4	19·2	38·4	29·4	49·1
44—Timmins.....	17·3	16·6	15·7	11·8	10·0	43·7	23·6	19·0	39·9	29·0	47·5
45—Toronto.....	16·3	16·7	13·3	12·6	7·8	36·1	23·5	17·9	36·3	25·6	44·4
46—Welland.....	16·2	14·4	14·8	12·0	7·3	39·8	20·7	17·9	36·0	26·3	46·5
47—Windsor.....	16·9	16·8	15·0	10·5	7·1	34·3	21·7	18·8	36·9	28·6	47·7
48—Woodstock.....	18·1	16·7	14·4	11·1	7·2	35·7	.....	17·7	36·3	27·2	45·4
Manitoba—											k
49—Brandon.....	19·4	.....	.....	13·6	9·7	62·7	24·5	20·8	43·2	30·0	68·5
50—Winnipeg.....	18·5	16·8	15·3	13·3	8·1	50·6	23·3	20·7	41·4	28·7	63·0
Saskatchewan—											k
51—Moose Jaw.....	20·3	15·0	17·8	.....	9·6	59·0	.....	.....	39·9	32·0	.....
52—Prince Albert.....	21·7	16·6	.....	12·4	10·2	58·4	23·1	21·1	44·1	34·4	67·8
53—Regina.....	21·6	16·6	16·0	12·9	9·3	57·3	24·0	20·3	41·1	29·3	71·4
54—Saskatoon.....	20·8	.....	13·9	12·4	9·3	57·1	24·7	20·2	46·2	36·4	68·7
Alberta—											k
55—Calgary.....	21·2	14·9	15·7	12·5	9·1	57·4	23·6	19·5	40·5	31·0	67·9
56—Drumheller.....	23·1	14·4	16·8	13·0	9·6	61·7	24·5	21·0	40·5	30·2	68·4
57—Edmonton.....	22·0	16·1	15·4	13·0	9·6	59·5	23·7	20·3	42·6	30·3	67·8
58—Lethbridge.....	20·4	.....	13·8	14·7	9·0	50·5	.....	.....	.....	31·0	66·7
British Columbia—										m	k
59—Nanaimo.....	21·0	18·7	16·4	15·1	7·8	51·4	25·4	20·7	37·5	25·8	60·3
60—New Westminster.....	20·1	17·2	15·2	13·6	7·5	45·0	22·1	19·5	32·4	23·7	60·7
61—Prince Rupert.....	23·1	18·6	17·8	15·3	9·0	60·2	24·5	22·3	46·5	27·8	67·5
62—Trail.....	24·5	.....	18·7	15·8	10·0	50·5	23·5	19·3	39·3	31·3	68·5
63—Vancouver.....	19·6	16·7	14·4	13·5	7·1	43·7	22·8	18·8	32·7	22·2	58·5
64—Victoria.....	21·3	17·6	16·8	14·5	8·3	50·1	23·2	18·4	35·1	24·3	67·6

COAL AND RENTALS BY CITIES, AUGUST, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent(a)
				Granulated, bulk or in bag, per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	27.3	37.5	28.7	10.3	10.8	95.6	54.3	24.50	.....	37.50-41.50
35—Owen Sound.....	26.5	35.6	28.5	11.0	11.1	99.4	53.7	24.00	.....	.....
36—Peterborough.....	.....	34.5	27.4	10.2	10.5	96.5	55.3	25.00	.....	.....
37—Port Arthur.....	27.0	41.7	30.6	11.7	12.2	93.6	51.0	26.00	.....	25.50-29.50
38—St. Catharines.....	.....	33.0	28.3	10.5	11.2	94.4	53.4	23.75	.....	32.50-36.50
39—St. Thomas.....	25.5	41.0	29.9	11.0	11.2	100.6	55.3	24.00	.....	.....
40—Sarnia.....	26.7	39.0	29.1	10.9	11.3	97.1	54.9	24.00	.....	.....
41—Sault Ste. Marie.....	.....	37.6	29.9	11.1	10.7	93.1	55.0	24.00	.....	.....
42—Stratford.....	27.0	36.2	29.0	11.1	10.9	94.7	53.7	24.00	.....	.....
43—Sudbury.....	26.7	37.0	30.9	11.2	11.6	92.7	54.5	25.75	.....	35.50-39.50
44—Timmins.....	26.3	40.4	31.0	11.5	12.1	96.1	54.1	26.13	.....	.....
45—Toronto.....	25.9	34.5	27.4	10.3	10.9	94.3	54.0	22.95	.....	40.50-44.50
46—Welland.....	22.6	33.4	28.0	10.4	10.5	90.8	53.6	23.25	.....	.....
47—Windsor.....	24.6	33.4	28.4	10.7	11.3	93.1	53.0	24.00	.....	31.00-35.00
48—Woodstock.....	.....	37.2	28.5	10.8	11.0	98.7	54.7	24.00	.....	.....
Manitoba—										
49—Brandon.....	30.8	42.4	33.0	12.2	12.6	99.9	52.2	.....	16.45	.....
50—Winnipeg.....	26.8	39.1	30.0	12.7	13.9	89.4	50.1	.....	17.65	33.00-37.00
Saskatchewan—										
51—Moose Jaw.....	.....	40.7	34.3	12.2	12.8	90.5	50.5	.....	14.60	.....
52—Prince Albert.....	28.4	44.0	34.2	12.8	13.6	100.8	51.2	.....	14.75	.....
53—Regina.....	28.7	40.8	33.9	12.5	13.0	97.6	51.7	.....	15.40	32.00-36.00
54—Saskatoon.....	28.3	47.3	32.9	12.5	13.5	94.7	50.3	.....	14.90	25.00-29.00
Alberta—										
55—Calgary.....	25.9	37.8	33.1	11.7	12.5	95.1	49.7	.....	12.50	31.50-35.50
56—Drumheller.....	29.7	43.2	35.6	12.1	13.2	95.0	52.7	.....	.....	25.50-29.50
57—Edmonton.....	27.0	38.7	33.1	11.7	13.0	97.4	50.8	.....	8.20	29.50-33.50
58—Lethbridge.....	26.7	39.7	33.0	11.6	13.1	92.3	51.5	.....	8.60	.....
British Columbia—										
59—Nanaimo.....	.....	35.3	30.7	10.8	12.4	98.0	53.4	.....	.....	.....
60—New Westminster.....	27.0	34.0	29.6	10.1	11.8	93.6	51.5	.....	16.80	24.00-28.00
61—Prince Rupert.....	30.5	37.8	34.0	11.7	12.6	98.4	52.9	.....	18.25	22.00-26.00
62—Trail.....	30.0	38.8	32.8	11.7	12.8	93.6	52.0	.....	16.25	.....
63—Vancouver.....	26.6	33.1	29.8	9.9	11.4	88.8	51.2	.....	17.16	29.50-33.50
64—Victoria.....	28.5	37.0	30.7	10.5	11.6	91.1	51.4	.....	18.25	24.50-28.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices etc., occur from time to time. (a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone in. (d) Mixed—hock-off, and hock-on. (e) Mixed—Carton and loose. (f) Loose. (g) Estimate. (h) Fancy. (i) Mixed—California and Australia. (j) California. (k) Pure. (m) 360's. (n) Mixed—package and bulk. (p) Package. (s) Mixed—Choice and fancy. (t) Tin. (z) Revised.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Description of Index:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
		Cost of Living, Price Index, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Federal Labour Department	Cost of Living	Cost of Living, Census Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:	Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	Cairo, June, Aug. 1939	1938	1936-39 =100	Dec. 1942 =100
		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1913.....		79.1	70.7	.....	.....	.....	.....	.....	.....	100	.....	81.4	.....	625
1914.....		79.1	71.8	.....	(a) 100	.....	.....	.....	.....	.....	.....	85.5	.....	676
1915.....		80.7	72.5	.....	(b) 123	.....	.....	.....	.....	.....	.....	90.8	.....	724
1916.....		87.0	77.9	.....	(c) 146	.....	.....	.....	.....	.....	.....	99.6	.....	786
1917.....		102.4	91.6	.....	(d) 176	.....	.....	.....	.....	.....	.....	106.4	.....	850
1918.....		115.6	107.5	.....	(e) 203	.....	.....	.....	204	.....	.....	117.7	.....	912
1919.....		126.5	123.8	.....	(f) 215	.....	.....	.....	.....	222	.....	145.8	.....	1,019
1920.....		145.4	143.0	.....	(g) 249	.....	.....	.....	224	.....	.....	132.0	.....	1,034
1921.....		129.9	127.7	.....	(h) 226	.....	.....	.....	200	.....	.....	110.1	.....	952
1922.....		120.4	119.7	.....	(i) 183	.....	.....	.....	164	.....	.....	106.3	.....	1,010
1926.....		121.8	126.4	.....	(j) 172	185	.....	.....	162	.....	.....	106.6	.....	1,004
1928.....		121.7	122.5	.....	(k) 164	176	.....	.....	161	.....	.....	118	.....	785
1933.....		94.4	92.4	.....	(l) 140	151	.....	.....	131	.....	.....	93.2	.....	1,150
1939.....		101.5	99.4	.....	(m) 158	178	108	.....	107.5	.....	.....	99.9	.....	990
1940.....		105.6	100.2	100.0	(n) 184	205	129	.....	122.5	.....	.....	103.4	.....	1,035
1941.....		111.7	105.2	104.4	(o) 199	226	150	.....	141.7	.....	.....	108.2	.....	1,073
1944.....		118.9	125.5	199.1	(p) 201	295	285	.....	158.2	.....	.....	128.8	.....	1,270
1945.....		119.5	128.4	213.5	(q) 203	295	393	.....	137.5	.....	.....	132.2	.....	1,270
1946.....		123.6	139.3	266.7	(r) 203	291	645	.....	160.3	.....	.....	134.1	.....	1,278
1947.....		135.5	159.2	300.3	(s) 203	.....	1,030	4,575	162.1	.....	.....	139.7	.....	1,309
1948.....		135.0	171.2	318.9	(t) 108	.....	1,832	4,847	172.4	.....	.....	147.8	.....	1,392
1949.....		160.8	169.1	336.0	(u) 111	.....	1,818	4,915	175.9	.....	.....	153.2	.....	1,596
1949—August.....		162.8	168.8	341.3	.....	.....	1,752	4,910	175.9	.....	.....	153.3	.....	1,610
September.....		162.3	169.6	342.0	111	100	.....	4,886	176.2	.....	.....	153.6	.....	1,014
October.....		162.2	168.5	341.8	112	.....	1,826	4,778	176.8	.....	.....	153.3	.....	.....
November.....		161.7	168.6	342.7	112	100	1,885	4,790	176.8	.....	.....	153.6	.....	.....
December.....		161.5	167.5	348.3	113	.....	1,912	4,753	175.3	.....	.....	154.2	.....	1,653
1950—January.....		161.0	166.9	347.0	113	.....	1,910	4,735	175.3	.....	.....	154.8	.....	.....
February.....		161.6	166.5	345.5	113	100	1,920	4,747	176.2	.....	.....	155.5	.....	.....
March.....		163.7	167.0	347.0	113	.....	1,906	4,682	176.0	.....	.....	156.4	.....	1,020
April.....		164.0	167.3	350.5	114	.....	1,922	4,752	176.2	.....	.....	157.2	.....	.....
May.....		164.0	168.6	.....	114	102	1,906	.....	176.5	.....	.....	.....	.....	.....
June.....		165.4	170.2	.....	114	.....	1,845	.....	.....	.....	.....	.....	.....	1,052
July.....		165.4	172.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
August.....		165.5	172.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1950—August.....		165.5	172.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1926-30 = 1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July, 1914 = 100. 1947 average is for first half of year. (h) June, 1914 = 100. (i) New series on June, 1947 base. (j) Revised index. (k) Annual averages are on base July, 1914 = 100. (l) Average June-December. (m) Average June-December. (n) New index, base 1st quarter of 1949 = 1000. (o) Yearly averages are for period from July of preceding year to June of year specified. (p) July, 1914 = 100. 1947 average is for first half of year. (q) New series on June, 1947 base. (r) Yearly averages are for period from July of preceding year to June of year specified. (s) July, 1914 = 100. 1947 average is for first half of year. (t) New series on June, 1947 base. (u) Yearly averages are for period from July of preceding year to June of year specified. (v) July, 1914 = 100. 1947 average is for first half of year. (w) New series on June, 1947 base. (x) Yearly averages are for period from July of preceding year to June of year specified. (y) July, 1914 = 100. 1947 average is for first half of year. (z) New series on June, 1947 base.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-AUGUST, 1949-1950†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1950*						
January.....	9†	9	2,456†	2,456	39,488	0.05
February.....	10	15	2,881	3,764	26,300	0.03
March.....	13	21	4,604	5,659	25,118	0.03
April.....	10	20	1,735	2,585	14,640	0.02
May.....	14	23	2,905	3,488	23,874	0.03
June.....	17	27	1,678	2,781	30,152	0.04
July.....	18	32	4,930	6,379	50,750	0.06
August.....	8	19	127,933	129,787	1,053,000	1.26
Cumulative totals.....	99		149,122		1,263,322	0.19
1949						
January.....	10†	10	1,811†	1,811	9,710	0.01
February.....	7	10	6,721	7,245	71,652	0.09
March.....	9	11	1,951	6,601	136,317	0.16
April.....	9	18	2,097	7,851	138,931	0.17
May.....	15	23	4,028	10,532	173,925	0.21
June.....	16	28	4,290	11,511	141,197	0.17
July.....	12	20	7,717	12,592	58,005	0.07
August.....	14	20	3,390	4,574	36,276	0.04
Cumulative totals.....	92		32,005		766,013	0.11

* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST, 1950⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to August, 1950				
MANUFACTURING—				
Textiles, Clothing, etc.—				
Cotton and rayon under- wear factory workers, Sherbrooke, P.Q.	1	116	2,500	Commenced May 11; for a new agree- ment providing for increased wages following reference to court of referees; untermintated.
Knitting factory workers, St. Jerome, P.Q.	1	504	12,500	Commenced July 6; for implement- ation of award of arbitration board for increased wages in new agree- ment under negotiations, untermi- nated.
Miscellaneous Wood Products—				
Planing mill workers, Campbellton, N.B.	1	108	1,080	Commenced June 23; for a new agree- ment providing for increased wages, instead of proposed re- duction, following reference to con- ciliation board; terminated August 12; conciliation, provincial; com- promise, plant to be operated on co-operative basis.
Metal Products—				
Electrical apparatus factory workers, Vancouver, B.C.	1	10	175	Commenced May 11; for a new agree- ment providing for increased wages, reinstatement of job classification, payment for all statutory holidays, etc., following reference to con- ciliation board; untermintated.
Brass factory workers, Galt, Ont.	1	35	700	Commenced June 15; for a new agree- ment providing for increased wages, Rand formula for union dues, payment for statutory holi- days, extension of vacations with pay, following reference to con- ciliation board; untermintated.
Laundry machinery factory workers, Toronto, Ont.	1	32	650	Commenced June 16; for a new agree- ment providing for increased wages, extension of vacations with pay, additional union security, etc., following reference to conciliation board; untermintated.
Aluminum foundry workers, Etobicoke, Ont.	1	272	6,000	Commenced June 29; for a new agree- ment providing for increased wages, and Rand formula for union dues; untermintated.
Can and canning equipment factory workers, Toronto and New Toronto, Ont.	3	564	7,300	Commenced July 12; for a new agree- ment providing for increased wages, following reference to con- ciliation board; terminated August 17; negotiations; compromise.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, Victoria, B.C.	1	57	170	Commenced July 20; for a new agree- ment providing for increased wages and elimination of proposed "work stoppage clause", following reference to conciliation board; terminated August 3; negotiations; compromise on wages, "work stoppage clause" omitted.
TRANSPORTATION AND PUBLIC UTILITIES—				
Electricity and Gas—				
Electric power production and distribution workers, Regina, Sask.	1	123	100	Commenced July 22; for a union agree- ment providing for job reclassi- fication with increased wages; terminated August 1; reference to mediator and negotiations; com- promise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST, 1950⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to August, 1950				
SERVICE— <i>Business and Personal—</i> Waitresses and dishwashers, Sudbury, Ont.	2	33	290	Commenced May 11; for union recognition and agreement providing for increased wages; terminated August 10; conciliation provincial, and return of workers pending decision on certification of union by Ontario Labour Relations Board; indefinite.
Strikes and Lockouts Commencing During August, 1950				
MINING— Gold miners and millworkers, South Porcupine, Ont.	1	404	2,100	Commenced August 16; for a union agreement providing for inclusion of cost-of-living bonus in basic wage rate, payment for four statutory holidays, extension of vacation plan, check-off, pension plan, etc; terminated August 23; negotiations; compromise.
MANUFACTURING— <i>Miscellaneous Wood Products—</i> Wood products factory workers, Oakville, Ont.	1	140	100	Commenced August 31; for a union agreement providing for increased wages, shift bonus, reduced hours and payment for statutory holidays; untermiated.
<i>Metal Products—</i> Metal factory workers, Hamilton, Ont.	1	339	675	Commenced August 21; for a new agreement providing for increased wages and reduced hours; terminated August 23; negotiations; compromise, increase in wages granted.
CONSTRUCTION— <i>Buildings and Structures—</i> Electricians, Windsor, Ont..		⁽³⁾ 200	600	Commenced August 3; for a new agreement providing for increased wages, following reference to conciliation board; terminated August 7; negotiations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Steam Railways—</i> Non-operating railway workers, hotel employees, etc., Canada.	6	⁽⁴⁾ 125,000	1,000,000	Commenced August 22; for new agreements providing for increased wages of 7c per hour (or 5c plus cost-of-living bonus), date of establishment of 5-day, 40-hour week with the same take-home pay as for 48-hour week, and duration of agreement, following reference to conciliation boards and federal mediator; terminated August 30; return of workers under Maintenance of Railway Operations Act, passed by special session of Parliament, pending further negotiations; indefinite.
<i>Other Local and Highway—</i> Bus drivers, mechanics, etc., Oshawa, Ont.	1	85	85	Commenced August 22; in sympathy with strike of non-operating railway workers; terminated August 23; return of workers; in favour of employer.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, AUGUST, 1950 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During August, 1950				
TRANSPORTATION, ETC.— <i>Con.</i> Water— Seamen, British Columbia Ports.	3	⁽⁵⁾ 850	1,975	Commenced August 25; for new agreements providing for increase in wages and in overtime rates, union shop, payment for statutory holidays, improved working conditions etc., following reference to conciliation board (600 of these 850 seamen employed by two of the three steamship lines were involved in railway strike from Aug. 22 to Aug. 30); untermiated.
SERVICE— Public Administration— Civic employees, Hamilton, Ont.	1	915	16,000	Commenced August 10; for a new agreement providing for increased wages and 40-hour week with same take-home pay as for 44 hours, following reference to conciliation board; untermiated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 611 indirectly affected. (4) 47,000 railway workers indirectly affected, other than railway 23,000. (5) 1,000 indirectly affected.

THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

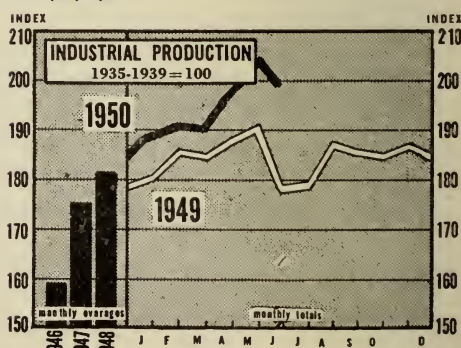
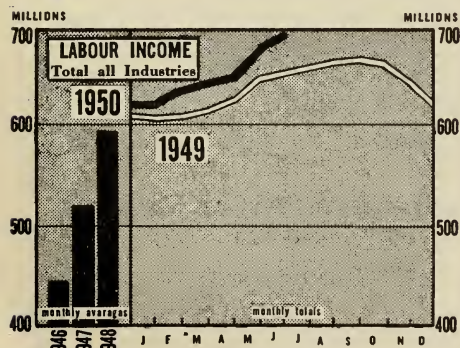
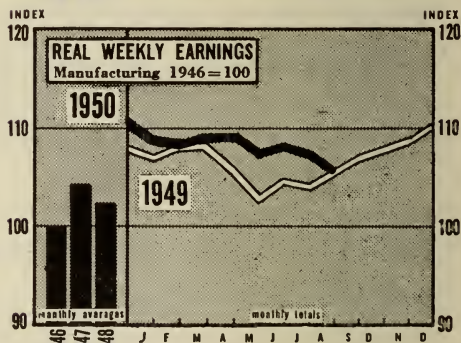
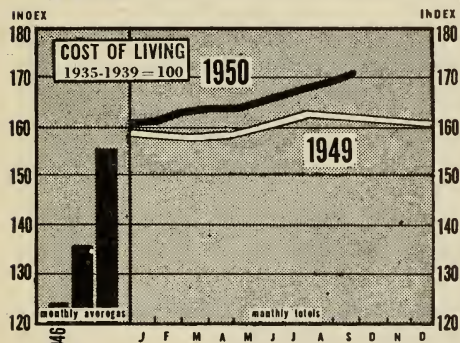
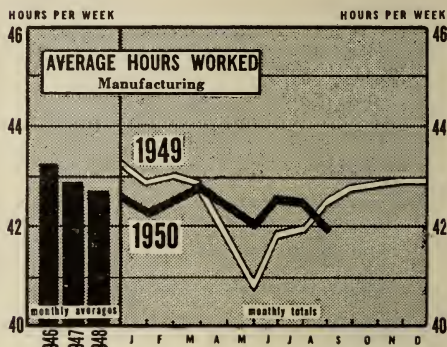
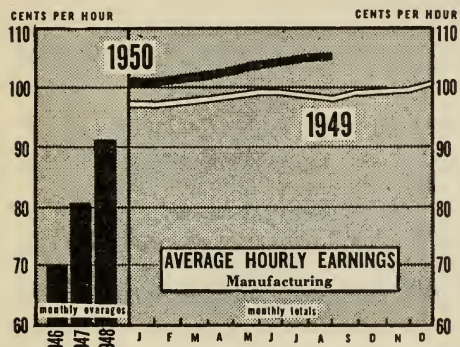
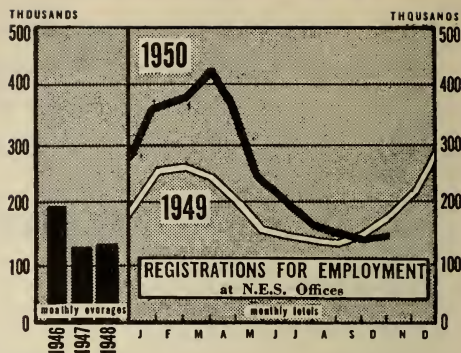
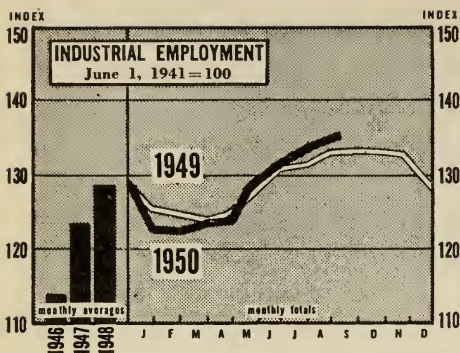
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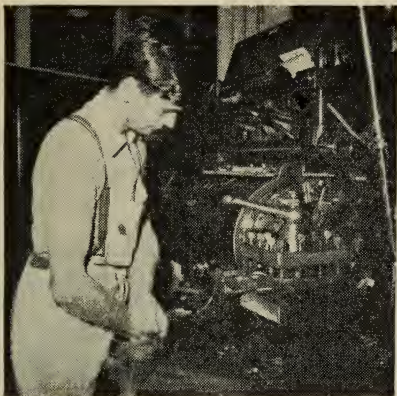
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CURRENT LABOUR CONDITIONS

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This article summarizes the latest employment and labour information available at November 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.

THE STRONG demand for labour in heavy manufacturing industries and in eastern logging, apparent last month, continued throughout October, although the pressure on the labour supply was eased slightly by the completion of harvesting. The release of workers from agriculture has been reflected in the seasonal increase in registrations usual at the end of the harvest. On November 1, registrations at local employment offices increased to 141,300, 8,700 above the total at the beginning of October, but 22,000 below that on November 1, 1949. The heavy labour demand in logging and manufacturing resulted in a much slower rise in registrations during the month than was the case last year. In October, 1949, registrations increased by almost 21,000.

Up until the middle of October this year, many logging companies in eastern Canada were unable to find enough workers to cut their increased quota of pulpwood. To a considerable extent, this has been due to the late harvest, which kept men on the farms who would normally be moving into the bush. Many of those now applying at local employment offices for work will undoubtedly find their customary winter jobs in the logging industry. While the present acute shortage of loggers is essentially temporary, there may be some logging districts which will continue short of workers, as they are competing for the local supply of labour with other industries in the area, such as mining. As well, some of those who are released from agriculture and construction may decide to seek work in the larger cities, in the hope of finding jobs on the new defence projects. This might tend to reduce the potential supply of loggers.

Shortages of labour have appeared also in heavy industries in some manufacturing centres, in the sense that employers are experiencing difficulty in obtaining enough men whose skill, training and experience come up to specifications. The new defence orders, and the strong demand for consumer's goods requiring the same type of skill as those needed on defence projects has been responsible for the difficulty in obtaining such skilled workers as machinists, tool and die makers and welders. This situation indicates that many of those skilled and semi-skilled men who were unemployed last winter as the result of cut-backs in production have found jobs, and that the metal manufacturing industries are beginning to compete actively with one another for the same supply of labour.

Some of the competition for labour among manufacturing industries may be reduced in the next few months, if the restrictions on credit buying lately put into force slow down the sales of consumer durable goods. In this case, some slackening in hiring or even reductions in employment may occur in industries producing the important consumer durables. These measures designed to remove some of the inflationary pressure in the economy, may have the effect of redistributing some of the skilled and semi-skilled workers into defence production.

As yet, there is no really heavy demand for unskilled workers in manufacturing industries, of the type which can be drawn from the seasonal industries of agriculture, construction and transportation. The need so far is for experienced workers, not for unskilled men who might be trained on the job. This means that those manufacturing firms now increasing their staffs will not be in a position to provide many jobs for the unskilled men released from the major seasonal industries. The logging industry will continue to be the main source of winter employment for this type of worker.

It is expected that the labour requirements of the logging industry will continue well above those of last year, at least for the next month or two, and that the job openings for some skilled and semi-skilled workers will increase.

It is probable, therefore, that the seasonal labour surplus in the next few months will be substantially less than that of last fall and early winter, although the level of unemployment this winter is expected to be above that of the early postwar years. In addition to the workers from seasonal industries who are not absorbed into the logging industry, there may be others temporarily displaced because of shortages of key materials. Some temporary unemployment may occur as workers shift from production of consumer goods into defence industries. It is likely that the general level of employment will remain above that of last year, as new defence orders are placed, and both export and domestic demand for Canadian goods and services will continue strong.

One of the most important factors supporting the current strength of consumer demand in Canada is the high level of labour income. The latest figures available indicate that total labour income reached an all-time high of \$691 million in July, 6.5 per cent above the comparable date last year. Average hourly earnings of wage earners continued to advance, although average hours worked declined slightly. In the past month, there have been a considerable number of wage increases negotiated between labour and management: one of the most notable was a wage increase of 6 cents an hour, affecting some 12,000 employees of pulp and paper plants.

IN BRIEF . . .

Dollar volume of wholesale sales in Canada in August (excluding Newfoundland) was 18 per cent higher than in July, and 17 per cent above August, 1949 . . . Industrial employment continued to advance to higher levels at the beginning of September. The general index stood at a new peak, and rose 0.8 per cent over August and 1.9 per cent over September last year. Employment in manufacturing showed considerable improvement, with increases in vegetable foods, textiles, metal using firms and many other divisions of the industry . . . Canada's domestic exports to the United States in September reached the highest monthly value in the history of Canada-United States trade. Merchandise exports to the United States in September were valued at \$192,790,000, nearly 70 per cent above their value in the corresponding month last year.

CURRENT LABOUR STATISTICS

(Latest available statistics as of November 10, 1950)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a).....	Aug. 19	5,324,000	—	—0·8
Persons with jobs (a).....	Aug. 19	5,221,000	—	—0·8 (b)
Persons without jobs and seeking work (a).....	Aug. 19	103,000	—	—3·1 (b)
Registered for work, N.E.S.				
Atlantic Region.....	Oct. 26	19,984	—9·2	—21·9
Quebec Region.....	Oct. 26	44,137	+3·3	—11·1
Ontario Region.....	Oct. 26	37,254	+9·8	—15·1
Prairie Region.....	Oct. 26	19,323	+16·8	—6·7
Pacific Region.....	Oct. 26	21,173	+18·4	—12·0
Total, all regions.....	Oct. 26	141,871	+6·6	—13·4
Ordinary claims for Unemployment Insurance benefits.....	Oct. 1	79,263	—19·9	—5·1
Amount of benefit payments.....	Sept.	\$3,843,797	—12·9	+4·7
Index of employment (June 1, 1941=100) (Eight leading industries).....	Sept. 1	134·9	+0·7	+1·9
Immigration.....	Aug.	5,210	—22·5	—31·6(c)
Industrial Relations—				
Strikes and lockouts—days lost.....	Oct.	12,557	—	+113·3 (c)
No. of workers involved.....	Oct.	29,973	—	+47·3 (c)
No. of strikes.....	Oct.	20	—	+10·2 (c)
Earnings and Income—				
Average weekly salaries and wages (eight leading industries).....	Sept. 1	\$44·26	—2·2	+2·3
Average hourly earnings (mfg.).....	Sept. 1	\$1·04	+0·2	+6·1
Average hours worked per week (mfg.).....	Sept. 1	41·9	—1·4	—1·2
Average weekly earnings (mfg.).....	Sept. 1	\$43·74	—1·3	+4·8
Cost of living index (av. 1935-39=100).....	Oct. 1	170·7	+0·5	+5·2
Real weekly earnings (mfg. Av. 1946=100).....	Sept. 1	105·3	—2·1	+0·1
Total labour income.....	July	\$691,000,000	+1·2	+6·5
Industrial Production—				
Total (Av. 1935-39=100).....	Aug.	192·7	—3·4	+8·0
Manufacturing.....	Aug.	199·9	—4·0	+7·2
Non-durables.....	Aug.	183·9	—2·5	+4·3
Durables.....	Aug.	227·4	—5·9	+11·5
Trade—				
Retail trade.....	Aug.	\$725,400,000	+2·6	+12·6
Exports.....	Sept.	\$279,100,000	+8·6	+22·2
Imports.....	Sept.	\$280,400,000	+4·9	+26·5

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages calculated on basis of 1949 figures excluding Newfoundland.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

NOTES OF CURRENT INTEREST

New half-yearly index of wage rates The index of wage rates in Canadian industry advanced to an estimated 207.3 at April 1, 1950 (rates in 1939=100), according to the first semi-annual sample wage-rate survey conducted by the Economics and Research Branch of the Department of Labour. This figure represents a gain of just over one per cent during the six months' interval following October 1, 1949, when the last complete annual survey was made.

More than 800 representative establishments co-operated with the Department in making this survey possible. Of these 800 establishments, 70 per cent reported no change in established wage rates from October, 1949. Of those reporting some change, 70 per cent indicated increases up to 5 cents per hour; another 21 per cent reported changes from 6 to 10 cents per hour, while in the remaining 9 per cent changes of over 10 cents occurred.

These changes in wage rates are not affected by temporary fluctuations in actual hours worked nor by increases due to upgrading of an individual worker which do not affect the wage structure. Such changes are reflected in an index of earnings rather than wage rates (see Tables C-1 to C-10 in the *Labour Statistics* section of this issue).

The largest increase in wage rates, 1.4 per cent, took place in the manufacturing industries, raising the index for Manufacturing to 222.2, compared with an index of 100 for comparable rates in 1939. In the Transportation and Communication group, wage rates in Steam Railways were unchanged, but increases were recorded in other components of the group with the result that the index rose 1.1 per cent. Rates in Logging generally were unchanged since the last regular survey. In the other three major industrial divisions—Mining, Construction, and Service—the increases averaged less than one per cent.

The following table gives the index numbers of wage rates for each of the main industrial groups as well as the General Average for October, 1948, and the preliminary figures for October, 1949 and April 1, 1950. In each case the base is 1939 equal to 100.

	Oct. 1, 1948	Oct. 1, 1949	Apr. 1, 1950
Logging	218.8	216.0	216.0
Mining	181.9	185.8	186.5
Manufacturing	205.9	219.1	222.2
Construction	176.3	184.2	184.4
Transportation and Communication .	174.3	175.8	177.7
Service (Laundries)	183.0	194.8	195.2
General Average.	195.8	205.1	207.3

Downward trend in university enrolments

Enrolments in Canadian universities for 1950-1951 have shown a downward trend, according to a recent announcement by Hon. Milton F. Gregg, Minister of Labour.

The Minister made this announcement in reviewing a quarterly bulletin of the Technical Personnel Division of the Department of Labour. The bulletin showed that enrolment in the class of 1950-51 was more than 2,000 lower than the number who graduated in 1950. The Minister pointed out that this was expected with the graduation of the majority of war veteran students.

For the past few years university classes had been swollen far beyond normal capacity by the many thousands of war veterans who sought higher learning after their discharge from the armed services, explained Mr. Gregg.

"Now" he continued, "the majority of these young ex-servicemen and women had completed their training and the enrolment was tapering off to more normal levels."

The bulletin showed that the annual number of all graduates with bachelor degrees or the equivalent, had risen from below 4,000 in 1920 to above 18,000 in 1950. The sharpest rise was in the post-war years 1945-1950. It was anticipated that the downward trend would continue to about 11,000 in 1956 when a slight upward trend, the normal long term trend, might be expected.

The annual number of engineering graduates had risen from about 400 in 1921 to approximately 3,600 in 1950. It was estimated that this figure would decline to about 1,100 in 1955, then a gradual increase might be expected to reach about 1,200 in 1960, the Minister stated.

Mr. Gregg explained that in dealing with figures for engineers there was a danger of overlooking the fact that the employment market varied considerably between branches of engineering. As examples he

cited mining engineering as a branch which would be likely to have a shortage of graduates in the next few years while electrical engineering, which had been the most popular choice of veteran students, appeared more likely to show a slight surplus for the time being.

**Labour
bodies expel
members
accused of
Communist
activity**

Following action taken at the recent Trades and Labour Congress Convention to tighten its ranks against Communists and fellow travellers (see p. 1793 of this issue), the Toronto District Labour Council

(TLC) expelled three members from its ranks late in September.

The three members expelled were Sam LePedes, president of the United Garment Workers, Reg. Wright, president of the Consumers Gas Local of the International Chemical Workers and Miss Helen Weir, business agent of Local 168, Hotel and Club Employees Union. The action was taken in conformity with Section 6 of Article V of the TLC Constitution (see p. 1801) as amended at the 1950 Convention.

On October 15, H. A. Bradley, International President of the International Chemical Workers Union expelled Toronto local president Reg. Wright; Charles Manser, former secretary; and William Johnstone, executive board member of the local. At the same time, Mr. Bradley took the direction of the local out of the hands of the 12-man executive board and vested it in a three-man supervisory committee, responsible only to himself.

President Bradley's action was taken under a section of the union constitution barring membership to Communists. Mr. Bradley said the men were ejected "on the basis of the records of the Communist party in our possession, and on other information."

Commenting on the 12 cases of allegedly Communist members before him, Mr. Bradley said, "We had undeniable evidence in each of the 12 cases. Three of the 12 charged made a full confession and threw themselves on the mercy of the president."

The three members of the supervisory committee appointed by Mr. Bradley are secretary, Joseph Barry; treasurer, George Petrie; and financial secretary, Orvill Williams.

Another move, directly connected with the TLC Convention action, was the announcement by the United Textile Workers of America (AFL-TLC) that an inquiry board would be set up to deal with charges of Communism against Canadian leaders of the union.

The UTWA international secretary, Lloyd Klenert, head of the inquiry board, said the international office "heard reports and rumours about the Canadian branch but we have no proof, judicially speaking."

"However," he added, "we are going to look into the situation, and you know our policy—no Communist will be kept on the union payroll. We will investigate and report to the international executive committee."

The action by the union international fulfilled a promise made to the TLC convention in September, by Anthony Valente, international president of the UTWA. (See p. 1798.)

**Federal-
provincial
conference
studies
amendment
of Constitu-
tion**

The second session of the Constitutional Conference of Federal and Provincial Governments was held at Quebec City from September 25 to 28 and was attended by the Prime Minister, the Rt. Hon. Louis St. Laurent, the premiers of the ten provinces, and Cabinet ministers and officials of the various governments.

At the conclusion of the meeting the following statement was released:—

"The Constitutional Conference of Federal and Provincial Governments has discussed at Ottawa and in Quebec City the constitutional position and procedure by which amendment of the present constitution could be effected in Canada.

"The Conference has had a full and frank discussion of the principles applicable to such a general amending procedure and has reached agreement on many of them. Its members are unanimously of the opinion that substantial progress has been made and are exceedingly gratified at the spirit of harmony and co-operation which has been shown by all delegates throughout the whole of the proceedings.

"Important sections of the Constitution involving what are considered fundamental and basic rights of the provinces were studied at length and considerable progress towards agreement has been made. Various formulae for amendment were submitted which, while having in view the safeguarding of these basic rights, would assure adequate flexibility in the constitution.

"The Conference has requested the Continuing Committee of Attorneys-General to study the proposals which it received with a view to arriving at an amending procedure satisfactory to all governments concerned. The Continuing Committee met today in the late afternoon and agreed that the Provincial Attorneys-General and the

Minister of Justice would exchange views by correspondence leading up to a meeting to be held at Ottawa on November 13, 1950 in order that the matters referred to it might be further considered and a report prepared for submission to a third plenary session of the Constitutional Conference to be held immediately after the Federal-Provincial Conference on fiscal and other matters which is to meet in Ottawa on December 4, 1950.

"The Continuing Committee has also been authorized to study the methods and techniques whereby a Canadian Constitution can be domiciled in Canada as a purely Canadian instrument."

Civil jobs protected for members of Special Forces

Hon. Milton F. Gregg, Minister of Labour, announced on October 2 that the provisions of the Reinstatement in Civil Employment Act, 1946, which safeguarded the civilian jobs of persons serving in World War II, had been extended by Order in Council to those enlisting in the present "Special Forces" of the three Services. Authority for this action was contained in the Canadian Forces Act which was passed at the last session of Parliament.

The Reinstatement in Civil Employment Act applied originally to persons serving in World War II—in the Armed Forces or in other specified services. It provided that, subject to certain circumstances, employers must reinstate a former employee, who enlisted in the Forces, in his former job or the equivalent and within three months of the time of the employee's discharge from the Forces.

The recent Order in Council makes the 1946 Act applicable "to all persons enrolling with the Royal Canadian Navy Special Force, the Canadian Army Special Force and the Royal Canadian Air Force Special Force, and to all officers and men of the Reserve Forces serving with the Special Forces."

Reinstatement of Civil Service employees, including prevailing rates employees and Government Ships' Officers, was covered by recent Orders in Council which provided that they might be granted leave without pay for the period of their employment in the Special Forces. This follows the procedure for World War II veterans of the Civil Service.

Under the Act a discharged person may claim reinstatement either verbally or in writing, usually within three months of discharge in Canada or four months if discharged overseas. There is provision for

extension of this time when through a condition of health the employee cannot return to his employment this soon, but the employer must be notified in three or four months, and a Reinstatement Officer should be consulted.

The employee must be reinstated under conditions not less favourable than he would have enjoyed had he continued on in employment instead of joining the Forces. This means:—

- (a) that the period with the Services is to count for seniority rights, pension rights, vacations with pay and other benefits;
- (b) returning employees are to be given promotions or pay increases they would have received had they remained in continuous employment;
- (c) any skill acquired while in the Services, and useful to the employer, is to be taken into account in adjusting the wage rates;
- (d) any period of mental or physical disability following discharge which warrants delay in reinstatement under the Act, is to be counted as a period of service in the Armed Forces, and as a period of service with the employer.

When a discharged person cannot perform his former duties, the employer must reinstate him in the most suitable employment available at which he is capable of working.

Reinstatement officers are located in local offices of the National Employment Service. Particulars of the application of the Act may be obtained by consultation with these officers.

Canadian to head UN technical assistance program

Dr. Hugh L. Keenleyside, Deputy Minister of Resources and Development, was recently appointed Director-General of the United Nations Technical Assistance Administration.

In this capacity, Dr. Keenleyside has charge of the administration of the various projects which comprise the United Nations program of technical assistance for economic development of underdeveloped countries, and for which a \$20,000,000 fund has been established by the UN.

The projects under his direction include the organization of technical assistance missions, the provision of expert advice, the award of fellowships and scholarships, and the organization of demonstration projects, seminars, training institutes and administration centres.

On September 29, Dr. Keenleyside reported that the United Nations had more than a hundred technical experts in the field rendering technical assistance to a series of underdeveloped countries in Asia, the Middle East and Latin America.

Dr. Keenleyside was a member of the Canadian delegation to the UN General Assembly during the second part of its first session in 1946. In August, 1949, he led the Canadian delegation to the UN Scientific Conference on the Conservation and Utilization of Resources.

In Canadian Government service, he has held the posts of Under-Secretary of State for External Affairs and Canadian Ambassador to Mexico.

Old age and blind pensioners in Canada

The number of persons receiving old age pensions in Canada increased from 282,584 at March 31, 1950 to 287,017 as at the end of the quarter June 30, 1950.

The Federal Government's contributions under the Federal-Provincial scheme totalled \$24,212,060.79 for the quarter ended June 30, 1950, as compared with \$23,932,950.46 in the preceding quarter. Since the inception of the Act the Federal Government has contributed \$658,951,116.23.

The average monthly pension in the provinces ranged between \$34.54 and \$38.35. In the Yukon Territory and the Northwest Territories the average was slightly higher.

In only four provinces was the number of pensioners higher than three per cent of the total population.

In addition to the above, pensions were being paid to 10,711 blind persons as at June 30, 1950, as compared with 10,517 at March 31, 1950.

The cost of pensions in respect of blindness to the Federal Government was \$951,768.10 for the quarter ended June 30, 1950 and \$941,934.36 for the quarter ended March 31, 1950. Since the inception of the Act, the Federal payments have totalled \$19,976,632.50. The average monthly pension in the provinces was between \$37.88 and \$39.33. With only three blind pensions in Yukon Territory and the Northwest Territories, the average was \$40.

Farm cash income in first six months of 1950

the Dominion was 18.6 per cent below the half-year

Cash income of Canadian farmers from the sale of farm products during the first six months of this year—excluding Newfoundland—was estimated at \$870,516,000, according to Bureau of Statistics. This

estimate of \$1,069,405,000 in 1949, and 5.9 per cent lower than the revised figure of \$925,008,000 for the first six months of 1948.

The substantial decline in farm cash income in 1950, the Bureau states, is largely attributable to the fact that while \$213,300,000 was paid out to Prairie farmers in the form of participation and equalization payments during the first half of 1949, only \$6,300,000 was disbursed during the January-June period of this year. The payments in 1949 and 1950 were for the most part, in the form of equalization payments made on wheat received by western farmers during the period August 1, 1945 to March 31, 1949 and came as a result of a Government announcement early in 1949 that the initial payment to western producers for wheat at the Lakehead would be raised 20 cents per bushel and made retroactive to August 1, 1945.

Cash income from the sale of wheat in 1950 was up as a result of both higher initial prices and increased marketings. On the other hand, reduced marketings and the receipt of initial prices only during the first half of this year have resulted in a coarse grains income below that of the same period a year ago.

Higher average prices for all livestock except hogs and increased marketings of all classes except sheep and lambs during the first half of 1950 have produced a cash income from this source of \$389,400,000, an increase of 10.4 per cent over the 1949 figure of \$352,800,000. This gain is due largely to an increase of approximately \$35,000,000 from the sale of cattle and calves.

Income from the sale of dairy products, estimated at \$153,700,000, was seven per cent below the corresponding 1949 figure of \$165,200,000. A decline of 13 per cent in the cash income from the sale of eggs to the end of June resulted from reduced prices more than offsetting an increase in marketings.

1949 foreign investments in Canada, Canadian investments abroad rose

reported in August.

Both non-resident investments in Canada and Canadian direct investments in other countries increased in 1949 over 1948 to reach new high levels in Canadian dollar values, the Dominion Bureau of Statistics

Total value of non-resident investments in Canada, including Newfoundland, at the end of 1949, the Bureau estimates, is \$7,977 million (Canadian).

While the total foreign capital invested in Canada has grown substantially during the last decade, it is still not greatly different from the aggregate value of \$7,614 million in 1930, the previous peak for this group of investments, the Bureau's report states. Foreign investments now represent a lower ratio of the ownership of all investments in Canada than formerly, since the great wartime and post-war development has been largely financed in Canada.

The recent growth in total non-resident investments in Canada has occurred principally in United States capital, the Bureau reported. All United States investments rose to an estimated \$5,890 million in 1949 from \$5,588 million in 1949, \$4,990 million in 1945, and \$4,151 million in 1939. Holdings in the United Kingdom also increased in 1949 to an estimated \$1,752 million from \$1,593 in 1948, but at last year's figure were only slightly above the value of \$1,750 million for 1945.

Of the total United States investments in Canada, direct investments in companies controlled in the United States accounted for \$2,829 million in 1948, the latest year for which these figures are available, as compared to \$2,548 million in 1947, \$2,304 million in 1945, and \$1,881 million in 1939. Besides substantial inflows of capital, states the Bureau, there was a large accumulation of earnings by Canadian branches and subsidiaries in 1948 which were not remitted to parent companies but were reinvested in the Canadian concerns.

Canadian direct investments outside this country amounted to an estimated \$893 million in 1949 as compared to \$720 million in 1945 and \$671 million in 1939, the Bureau's report stated.

Business Administration Institute formed at University of Toronto The University of Toronto Institute of Industrial Relations has announced its dissolution as of June 30, 1950, and its merger with the business administration section of the Department of Political Economy to form an Institute of Business Administration. This announcement was made in the Fourth Annual Report of the Director, Vincent W. Bladen.

During the past four years the Institute has been financed by contributions from over 200 Ontario firms, Prof. Bladen states. The University has now decided, however, that in the future the work of the Institute will be financed by regular University funds.

In its character and scope, the new Institute will be quite different, the director explained. It will be a "teaching"

division of the University, and it will be concerned with many aspects of business administration other than industrial relations. The continuity from the old to the new Institute will be maintained in three ways. First, the directorship will remain in the hands of Prof. Bladen; second, the full-time staff of the old Institute will continue as members of the new staff; and third, the program of the old Institute, particularly its "in-plant" research, its group conferences with management personnel on human relations, its ventures in education with union officers, will be resumed by the new Institute.

Among its activities during the past year, the Institute contributed teaching services to various departments of the University. In the field of research, six students, acting as "participant observers" while employed in various occupations kept "work diaries" and met weekly with the research director. For the third consecutive year a research project was undertaken in Tip Top Tailors; the Canadian General Electric Company again allowed the Institute to study its Royce Avenue plant; and the Mohawk Mills Limited in Hamilton made possible a study of its organization and communication.

Five evening group conferences for management personnel were organized in Toronto. A new venture took the form of a series of evening conferences on "human relations" with a group of a dozen local leaders in the Canadian Brotherhood of Railway Employees.

In the field of radio, four industrial relations scripts were performed on "Cross Section" a weekly program of the CBC.

Canada Year Book, 1950 Publication of the 1950 edition of the Canada Year Book, Canada's official statistical annual, has been announced by the Dominion Bureau of Statistics.

The 1950 edition, containing 1,300 pages and illustrated with maps and diagrams, has been thoroughly revised. Its 32 chapters contain the latest material available at the time of going to press.

In addition to the regular data on physiography, demography, health, welfare, education, labour, national income, resources, production, trade, transportation, communications, finance, etc., there are several special articles dealing with the influence of the RCMP in the building of Canada, the iron-ore resources of the Quebec-Labrador region, titanium in Quebec, and the Royal Commission on Prices.

Also included in the chapter material wherever possible is statistical information

for the Province of Newfoundland. As this information is based on the Newfoundland Census of 1945 and is not, therefore, on a basis comparable with that for the rest of Canada, it is introduced in special sections of the appropriate chapters.

Cloth-bound copies of the Year Book may be obtained from the King's Printer, Ottawa, at the price of \$2 per copy. By a special concession, a limited number of paper-bound copies have been set aside for ministers of religion, *bona fide* students and school teachers, who may obtain such copies at the price of \$1 each. Applications for these special copies should be sent to the Dominion Bureau of Statistics, Ottawa.

Credit union movement marks 50th anniversary at Lévis

The Credit Union (Caisse Populaire) movement, entering its fiftieth year in late August celebrated the occasion at a convention in Lévis, Quebec, the site of its birthplace, the *Montreal Financial Times* reported on September 1. Three thousand delegates from all over Canada as well as from points in the United States and Europe attended the sessions.

Founded in 1900 by Alphonse Desjardins, the growth of the credit union movement particularly in the past ten years has been remarkable, the paper states. In Quebec alone, total savings have increased from \$14,936,189 at the end of 1940 to \$183,231,781 at the end of 1949 and outstanding loans from \$15,599,614 to \$98,934,104.

At the end of 1940 there were 452 "caisses" in Quebec with a total membership of 100,812 and total paid-in capital of \$2,425,375 while at the end of last year, there were 1,068 "caisses" with an aggregate membership of 561,183 and a total paid-in capital of \$14,433,012.

The 1,068 Caisses Populaires in Quebec are affiliated to 10 regional unions which constitute the Federation of Credit Unions in the Province of Quebec, the paper reports. Total assets are \$210,165,490 with total savings amounting to \$198,000,000. Personal loans are \$25,598,747 and mortgage loans are \$73,335,357.

Total credit union savings for the whole of Canada are \$282,242,000, and total loans reach \$147,895,000. Dominion-wide total of unions is 2,819, with 23 leagues or federations in operation. Total union assets in Canada are estimated at over \$300,000,000 while membership is 940,000.

[An article on the growth of credit unions in Canada appeared in the March issue of the *LABOUR GAZETTE*, pp. 334-6.]

Industrial Relations Officer appointed in Newfoundland

Relations Branch of the Department of Labour.

Mr. Taylor, who headed the eligible list compiled following a competition conducted by the Civil Service Commission, will deal with industrial relations matters in Newfoundland coming within Federal jurisdiction.

Mr. Taylor is a veteran of the second world war, with overseas service. Prior to joining the staff of the Department of Labour, he was employed by the Customs and Excise Division of the Department of National Revenue, having previously been engaged in customs work in Newfoundland before confederation with Canada.

Mr. Taylor was born at Heart's Content, Nfld., where he went to primary and secondary school before attending St. Francis-Xavier University.

Efforts to measure productivity

On September 26, a special meeting of a government inter-departmental committee, formed to investigate the possibilities of research in productivity, was held in the Board Room of the Department of Labour, in order to obtain the views of an expert from the United States in this field.

The guest speaker, Mr. James Silberman, consultant on productivity to the Commissioner of the U.S. Bureau of Labour Statistics, gave an interesting talk on the national and international importance of research in productivity.

In his opening remarks Mr. Silberman indicated that keen European interest in the problem of productivity coincided with concern in the U.S.A. over continuing wartime high cost-price patterns in industry. Recognizing the need for a common approach, appropriations of funds under ECA have been allocated to enable European experts to study and appraise American statistical and analytical techniques. Under this program four groups of fifteen or twenty European experts are coming to the U.S.A. each quarter. At the same time "productivity centres" are being set up in Europe to continue intensive investigation in this field.

Turning to the U.S.A., Mr. Silberman showed how interest in productivity research grew from early fears regarding the danger of technological unemployment. Although

The Hon. Milton F. Gregg, Minister of Labour, and the Civil Service Commission announced on September 11 the appointment of W. L. Taylor, of St. John's Nfld., to supervise the St. John's Office of the Industrial

earlier studies carried out by the Department of Labour, and by WPA, effectively disposed of this theory, interest in productivity analysis as such continued to grow. In 1940, a permanent organization was set up by the BLS, which now employs about fifty people and has an annual budget of over \$250,000.

This organization is divided into two sections. One derives industry-wide indexes of output per man-hour through published data of industry totals of production, employment and man-hours. The other section sends field agents to examine the cost-accounting record of industry. By this means it is possible to obtain a synthesis of individual company reports for selected typical products.

The secondary approach is useful for overall coverage at low cost. The direct approach gives depth to the picture, by detailed and comprehensive analysis of the *causes* of trends. The latter is also useful for industries with a broad product complex, such as clothing, for which the secondary approach is inadequate. Together they make for a useful program for the collection and analysis of trends in productivity.

Mr. Silberman stated that concrete results have already been achieved through this program. The reports based on direct studies are being used extensively by industry, since they provide yardsticks for inter-company comparisons. The importance of the concept of unit man-hour requirements is now recognized, and is used extensively in conjunction with other statistical information, such as unit costs. A survey has revealed that many participating firms have made substantial improvements in equipment and organization, as a direct result of these studies. Some firms are utilizing this data, in part, for administering bonus and incentive wage plans.

These studies have also given both management and labour a better insight into the vast number of factors which act as a group in determining the trend of productivity. In addition, the importance of research at the national level was emphasized by the speaker, when he revealed that these studies have shown an apparent levelling off of the trend of productivity in the United States as a whole. Attention has now been turned to an examination of this problem, and of ways to re-establish the earlier trend.

Mr. Silberman displayed a number of charts which showed clearly the light which productivity research can shed on many problems. Among these were illustrations of the differences in output per man-hour between U.S. and U.K. industries. He drew attention to the fact that in some cases

identical plants in the U.S. and the U.K. had striking differences in labour requirements. A key factor, he felt, may be a relative deficiency in the U.K. with regard to the art of management, which is showing itself in a lack of material-handling equipment, conveyor systems, and job-lot production scheduling, which gives some European plants almost a "laboratory" appearance beside the more specialized mass-production plants of the United States.

With respect to Canada, Mr. Silberman congratulated the Committee for its basic enquiries in this field, noted again the value of research in productivity, and pointed out the importance of keeping abreast of international developments.

Hearing postponed in union expulsion case

On October 4, 1950, the Supreme Court of Canada ordered that the hearing of an appeal by Myron Kuzych, a former member of the Boilermakers' and Iron Shipbuilders' Union of Canada, be postponed until after the decision of the Judicial Committee of the Privy Council on another issue in the case had been handed down. The case originated in 1945 when Kuzych was dismissed from the union for his attack on the closed shop principle. Kuzych alleged he had been wrongfully expelled and his case has been in the courts since that time. In September, 1949, a decision of the Supreme Court of British Columbia awarded him \$5,000 damages for wrongful dismissal and issued an order for reinstatement. However, the union officials did not grant him a membership card in the union and in another decision, in December, 1949, the British Columbia Supreme Court found them guilty of contempt of court for failing to reinstate Kuzych. These two decisions were appealed by the union and the British Columbia Court of Appeals affirmed, on May 4, 1950, the decision of the lower court as to the damages for wrongful expulsion but reversed the decision that the union officials were guilty of contempt of court for their refusal to reinstate Kuzych. In turn, these two decisions were appealed; the former dealing with damages for wrongful expulsion is before the Privy Council, and the latter decision dealing with the question of the conduct of the union officials who refused to admit Kuzych to membership was appealed to the Supreme Court of Canada. The case in its various stages has been fully reported in the *Labour Law* section of the *LABOUR GAZETTE*, most recently in the October, 1950 issue at p. 1704.

Bargaining rights restored to teachers' union

The bargaining rights of a French-speaking teachers' union (l'Alliance des Professeurs Catholiques de Montréal) were restored by the Cour Supérieure de Québec in a decision handed down on September 23, 1950.

In January, 1949, the teachers' union went on a week-long strike to support their claims for wage increases. On January 21, the school board (Commission des Ecoles Catholiques de Montréal) requested the Labour Relations Board to decertify the union and the Labour Relations Board granted the demand on the same day. The proceedings were held in Montreal, but the decision was sent from Quebec. No notice of the request was given to the union and no opportunity was given to the union to be heard. The reason given for the decision was the alleged violation of the Public Services Employees Disputes Act which prohibits strikes among personnel of the public services.

The union applied for and obtained a writ of prohibition against this decision of the Labour Relations Board.

Mr. Justice Savard upheld the writ of prohibition obtained by the union and ruled that the decision of the Board revoking the certification was null because the given reason was not a valid cause for the withdrawal of the certification. It is within the power of the Board to review its decisions provided it gives the party concerned an opportunity to be heard. No notice had been given to the union for such hearing and the Judge considered it strange that the proceedings took place the same day as the request for decertification was made and that the decision was sent from Quebec as though the proceedings had been held in Quebec. Mr. Justice Savard added further that the Public Services Employees Disputes Act provides for penalties with respect to violations of that Act. He stated that in withdrawing the certification because of a violation of the Act, the Labour Relations Board imposed a penalty that only the courts could apply.

This case will be reported in more detail in a forthcoming issue of the **LABOUR GAZETTE**.

Numerous wage increases in U.S.A.

A series of wage increases took place in United States industry during the late summer and autumn, many of them as a result of the voluntary re-opening of unexpired collective agreements.

The cycle of wage changes began in the automobile industry. Late in August, the General Motors Corporation announced an increase of 5 cents an hour, under the terms of the cost-of-living formula in its contract with the United Automobile Workers (L.G., July, 1950, p. 990). Two days later the Chrysler Corporation and the UAW jointly announced a 10-cent increase (15 cents for certain skilled employees) awarded "entirely apart and outside" of the existing contract which did not obligate the company to discuss wages until July, 1951. Several other companies immediately granted wage increases of varying sizes; and on Labour Day, the Ford Motor Company and the Union announced a complete revision of their collective agreement. The new contract provides for an 8-cent wage increase, with an additional 5 cents for skilled workers; a cost-of-living formula similar to that in effect at General Motors; an annual "improvement" increase of 4 cents an hour; an increase in pension benefits from \$100 to \$125 a month; and several other gains.

In the ensuing weeks wage increases and in some cases other benefits were announced in the electrical, chemicals, farm equipment, oil, shipping, shipbuilding, aluminum, glass, textile, railroad, telephone, paper, clothing, and other industries. A considerable number of the agreements provided for a cost-of-living formula and an annual "improvement" increase.

Chrysler Corporation grants "voluntary" wage raise

The Chrysler Corporation of Canada recently announced wage increases for employees in Windsor and Chatham, granted voluntarily although the company's collective agreement with the United Automobile Workers precluded the opening of wage discussions prior to June 4, 1951.

The increases, which were announced following discussions with union officials, became effective on September 10. The Chrysler Corporation in the United States had previously announced wage increases awarded outside of the existing contract (see above).

In Canada the increases amounted to 8 cents an hour for production workers, and 11 cents for skilled trades, according to the *Windsor Star*.

Union representatives stated that similar wage discussions were in progress with the Ford Motor Company; and that similar demands would be made on other Canadian companies with which the union had contracts.

**Subversive
Control Act
passed over
veto in U.S.**

The U.S. Congress voted overwhelmingly on September 20 to enact the Internal Security Bill, designed to control Communists, spies and saboteurs.

The Bill passed the House of Representatives by a vote of 312 to 20, and the Senate by 51 to 7.

President Harry S. Truman vetoed the bill on September 23, but it was immediately repassed in the House of Representatives by a vote of 286 to 48, and in the Senate by a vote of 57 to 10.

Among the main provisions in the act are those which require:—

1. The Communist party and its members to register;
2. Communist "front" organizations to register;
3. "The detention of persons who there is reasonable ground to believe probably will commit or conspire with others to commit espionage or sabotage."
4. Communists to be barred from employment in war plants. This part of the act also calls for public listing of such plants as a means of making the ban effective.

The law also provides that: registered Communists may neither obtain or use passports; federal employees are prohibited from passing secret information to Communists; Communist aliens may be kept out of the country, or deported and may be detained under supervision pending deportation; no alien may be naturalized while deportation proceedings are in progress; aliens seeking naturalization must swear to bear arms if required by law; the statute of limitations in espionage cases be extended from 3 to 10 years and, that stiff penalties be applied to spies and saboteurs.

In vetoing the bill, President Truman raised seven specific objections to it:—

- "1. It would aid potential enemies by requiring the publication of a complete list of vital defence plants, laboratories and other installations.
- "2. It would require the Department of Justice and its Federal Bureau of Investigation to waste immense amounts of time and energy attempting to carry out its unworkable registration provisions.
- "3. It would deprive us of the great assistance of many aliens in intelligence matters.
- "4. It would antagonize friendly governments.
- "5. It would put the Government of the

United States in the thought control business.

"6. It would make it easier for subversive aliens to become naturalized as United States citizens.

"7. It would give Government officials vast powers to harass all of our citizens in the exercise of their right of free speech.

"Legislation with these consequences is not necessary to meet the real dangers which communism presents to our free society. Those dangers are serious, and must be met. But this bill would hinder us, not help us in meeting them." Mr. Truman said.

**CIO expels
unions for
Communist
activity**

Late in August the Executive Board of the Congress of Industrial Organizations expelled two more unions on charges of following Communist policy (L.G., April, 1950, p. 438). The unions were the International Longshoremen's and Warehousemen's Union, and the Marine Cooks' and Stewards' Union. This action was stated to complete the CIO's purge of Communist-line unions.

**President
Truman's
Industrial
Safety
Conference**

In opening his Conference on Industrial Safety at Washington, D.C., June 5-7, Harry S. Truman, President of the United States, said that the reduction of the number of work injuries in 1949 by 7 per cent was good—but not good enough. A report of the Conference in the *Monthly Labour Review* of August states that some 1,000 delegates represented labour, industry, federal and state governments and organizations interested in the safety movement.

"The great tragedy of accidents," Mr. Truman said, "is that most of them need never have happened. I have heard it said that 'accident' is just another word for 'carelessness'. There is much truth in that."

In the concluding address of the conference, Secretary of Labour Maurice J. Tobin drew attention to the advance made "not only last year, but over the long haul," in industrial safety. Available statistics dating from 1933, he added, would indicate that safety measures had spared the lives of 16,000 workers.

At the conference, various committee reports were presented. The Accident Records, Analysis, and Use Committee pointed out that in manufacturing industries, the total number of injuries declined by 19 per cent—a drop that could not be entirely attributed to the slight decline in employment.

The Laws and Regulations Committee reported progress towards achievement of its goals. State safety laws, codes, rules and regulations had been indexed by State and by subject. Greater interest in workers' safety had been indicated by the introduction of some 70 bills in over half of the legislatures.

Other committees which reported were Engineering, Education, Programs and Services, Research and Co-ordinating. William Connolly, Director of the Bureau of Labour Statistics, and chairman of the Co-ordinating Committee stated: "As a federal official . . . I never miss an opportunity to repeat my conviction that only the States with their legal responsibility for safety and their closeness to industrial problems can carry the safety message to the plant level. Management has primary responsibility for safety at the job site. Labour has a vital interest because workers get killed and maimed. Insurance companies, educators, and private safety organizations have a real interest and can offer real help. The Federal Government's role is to gather facts and offer whatever technical assistance the States request to help them do their job."

Union security clauses in U.S. agreements

Provisions requiring that workers covered by a contract either must be union members at the time of hiring or become such within a specified period after starting work appeared in half of 2,159 collective bargaining agreements in force during 1949, analysed by the U.S. Bureau of Labour Statistics. The remaining agreements contained either "maintenance of membership" or "sole bargaining" clauses, according to the August issue of *Monthly Labour Review*, prepared by the U.S. Department of Labour.

The agreements covered an estimated 4,000,000 American workers employed in 20 major manufacturing and eight non-manufacturing groups.

The examination revealed that almost two-thirds (64 per cent) of the agreements called for some type of check-off of dues alone, or of dues and other union assessments.

The article classifies union security clauses into three major categories: union shop and its variations; membership maintenance; and sole bargaining. The union shop was found to be the most prevalent among the agreements studied, being in force in 1,080 agreements.

"'Union shop' agreements," as defined in the article, "require that all or nearly all

employees in the collective bargaining unit be members of the union. 'Maintenance of union membership' agreements stipulate that all employees who were union members when the contract became effective, or join the union while the contract is in effect, must remain union members in good standing during the life of the agreement. 'Sole bargaining' contracts are those in which the union is recognized only to the extent that it is accorded the right to bargain for all employees in the unit, irrespective of whether the workers are or are not members of the union."

"Employ the physically handicapped" week in U.S.A.

In an appeal delivered prior to "National Employ the Physically Handicapped Week," Harry S. Truman, President of the United States, said that the employment of physically handicapped workers is essential to strengthen the nation in preparation for all-out defence. The occasion was the sixth annual meeting of the President's "Committee to Aid the Physically Handicapped."

In his address, the President announced that the special week devoted to the handicapped would commence on October 1.

"I urge this committee," the President said, "to redouble its efforts to place before all the employers of this nation, and all the groups concerned with employment, the very simple message that the physically handicapped can and should be employed. Only in this way can we enable the handicapped to play their full part in strengthening our nation."

Women's trade union league in Washington closes

After 47 years of effort on behalf of women in industry, the National Women's Trade Union League in Washington, D.C., has closed, according to the *New York Times*.

In closing the headquarters, the executive secretary, Miss Elizabeth Christman said that there was no deficit but that there were not sufficient funds to continue operations. Individual leagues in New York, Chicago and Milwaukee will continue, but on an independent basis.

While the League has ceased to function, the secretary stated that it had accomplished its mission. During the Theodore Roosevelt Administration, the group had instigated the first study of women and children in industry, leading to the establishment of the Children's Bureau and the Women's Bureau in the Federal Government.

"We were pioneers in labour education for working women," Miss Christman said, "in establishing industrial standards for women through organization and legislation, in industrial hygiene, in interpreting to the general public the problems of women wage-earners and of the trade union movement, and in support of international co-operation among women and other nations."

Four fields in which further work could have been accomplished, the secretary stated, were promotion of a better economic status for migratory workers, improvement in conditions of domestic workers, enactment of a federal equal pay law and a larger percentage of women in responsible union positions.

**Arbitrary
retiring age
detrimental
to aged
and nation**

Declaring that he was opposed to arbitrary age limits on retirement, especially at the present time when increased productivity is essential to national security, the President of the United States, Harry S. Truman said that ways should be found "whereby older persons can continue at their regular jobs if they want to." The President's speech, which was read to the National Conference on Ageing, by Federal Security Administrator Oscar R. Ewing, was reported in the *New York Times* on August 15.

For those who do not wish to, or cannot continue their regular jobs, Mr. Truman said, "I believe ways can be found for them to be useful in part-time or consulting capacities." He called for "imaginative thinking about the special problems of health, housing and recreation that older people face."

Alvin Johnson, director emeritus of the New School for Social Research in New York stated that it was a conservative estimate to place at seven or eight per cent the loss to the nation's effective manpower when retirement systems become universal. He urged that there be "no dated retirement; no pensions without disability."

The Family Life Section told the conference that the man or woman with the most children had the "best chance" in declining years, a large family, they maintained, being the best in which to grow old.

An education expert urged the establishment of a system of public schools for people who are growing old. Dr. H. S. Curtis, Ann Arbor, Mich., stated that such

schools are necessary, because so many persons are living for years after their retirement. He said that superannuation at a set age is a mistake "both for capital and labour." At present, he said, men retire "to an unplanned future of doubtful value to themselves and the community."

He recommended that boards of education in large industrial cities should set aside or build special schools for persons, not necessarily retired but of any age, "who have the time and desire to learn."

On the closing day, Federal Security Administrator Ewing stated that the National Conference on Ageing had started a crusade similar in importance to those against child labour and for women's suffrage, the *Times* reported.

"We are engaged in a great movement, a world-wide movement, to give meaning and fulfilment to the later years of every man and woman," he added.

Among the recommendations made in session were:—

1. That a National Council on Ageing be set up to act as a clearing house for information on improving conditions for the older population;
2. That there be established in the Public Health Service a National Institute of Geriatrics, the scientific field dealing with diseases of the aged;
3. That age should not be the deciding factor in retirement and in determining ability to do a job. Instead of a set "cut-off" date there should be a gradual system of retirement;
4. That a broad education program be set up for "senior citizens," possibly including a national system of college.

Other recommendations for federal aid included amending the National Housing Act so that single aged persons as well as aged couples can come under its public housing provisions, and changing the Social Security Act to permit old age assistance to residents of homes for the aged.

**International
organization
expels
seamen's
union**

The International Transport Workers' Federation, at its 21st biennial convention, held recently at Stuttgart, Germany, expelled the Canadian Seamen's Union "for having harmed the interests of its own members and those of other affiliated unions."

The resolution referred to the strike conducted by the CSU in the spring of

1949, which had repercussions in a number of ports outside Canada (L.G., Sept., 1949, p. 1101).

"Everything points to the fact that the strike of the Canadian Seamen's Union was decided by an outside power of which the leaders of the CSU are the lackeys," the resolution stated.

The CSU was formerly affiliated with the Trades and Labour Congress of Canada, but was suspended by the TLC Executive in June, 1949, and expelled by the Congress Convention later in the year.

**ICFTU
introduces
monthly
journal**

The cause of free trade unionism in the world.

Writing in the first issue, J. H. Oldenbroek, General Secretary of the ICFTU, describes the purpose of the magazine in these words: "*Free Labour World* will be the forum in which trade unionists and others who support the ideals of the democratic labour movement will be able freely to express their opinions. It will also be the organ in which the attitude of the ICFTU to the problems now facing the world, and the international labour movement especially, will be expressed."

The first two issues of the new magazine contain articles on full employment, European unification, trade union activity in the United States, the fight against forced labour, and other interesting features.

Subscriptions to *Free Labour World* are available for \$1 per year and may be sent to the International Confederation of Free Trade Unions, 24 rue du Lombard, Brussels, Belgium.

**Communist
strength
declines in
Swedish
unions**

Press reports from Stockholm have indicated a sharp decline in Communist strength in Swedish trade unions. This decline has been taking place during the past three years according to the *New York Times*.

The Swedish Social Democrat Party has completed a study which shows that the Communists' influence has declined in all areas where they were strong in 1945 and has not grown in any new areas. The *Times* said that "of nearly 9,000 trade union

locals, there are only about 130 with Communist management today."

The Communists are reported to be strongest among the iron mine workers in the far north, "but even here they are about to be driven back," the report said. In the election of officers in the important Stockholm Metal Workers' Union, the Communists polled 8,275 votes in 1945 to less than 6,000 for the Social Democrats. In 1950, the Socialists gained 9,405 votes to 4,503 for the Communists. In Gothenburg, Sweden's second city, Communist support dropped from a 2 to 1 majority in 1945 to less than 40 per cent of the votes in 1950.

Between 1945-1947, the Communists were in control of seven regional union organizations in the northern mining areas, and the Social Democrats only five. Today the Social Democrats control eleven organizations and the Communists only two.

**1949-50
report of
Indian
Ministry
of Labour**

The activities of the Ministry of Labour, Government of India, for the fiscal year 1949-50 were recently summarized in the *Indian Labour Gazette*.

The report showed a considerable improvement in the field of industrial relations. "Much of the credit for this noticeable improvement in labour-management relations must unquestionably go to the main parties directly concerned for it is clear that in spite of temptations, they have on the whole wielded the weapon of lockout and strike with reasonable restraint and an increasing sense of responsibility," the report said.

The activities of the Ministry during the year were widespread, and covered such fields as fair wages, profit sharing, production, legislation, agricultural labour, plantations, forced labour, welfare of miners, and the labour bureau for the collection of statistics.

In addition, the Government of India was represented at all ILO meetings. The Secretary of the Ministry of Labour, Shree S. Lall was selected Chairman of the ILO Governing Body, and the Autumn Session of that body was held in Mysore. India also ratified several ILO Conventions.

The report said that 32 District Employment Offices were opened during the year. Registrations for placement exceeded ten million, and some 2½ million applicants were placed. The Ministry was also active in the fields of technical and apprenticeship training.

ANNUAL CONVENTIONS OF CANADIAN LABOUR ORGANIZATIONS

Continuation of the drive to eliminate Communist influences was the most noticeable feature of the annual Conventions of the Trades and Labour Congress of Canada and the Canadian Congress of Labour.

Both organizations amended their constitutions so as to give their executives a freer hand in dealing with Communism. The TLC Convention refused to seat several delegates considered to be Communist, and ordered all affiliates to rid themselves of Communist officers or face suspension. CCL delegates gave their executive power to expel any union following Communist or Fascist principles and policies.

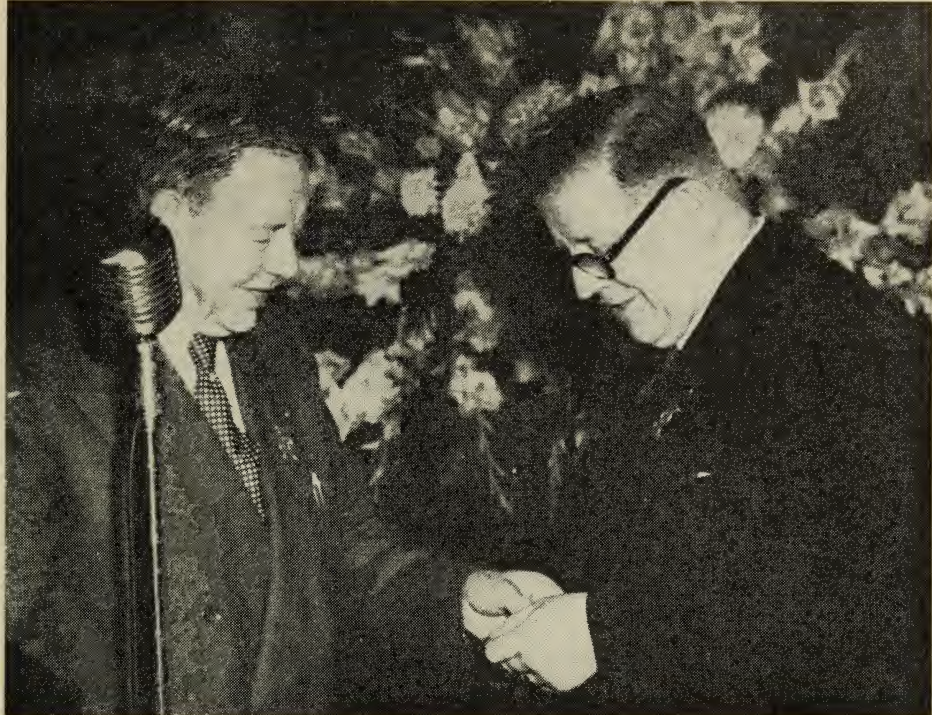
A Declaration of Positive Economic Philosophy set forth the views of the CCL on the economic and social objectives that should be pursued in Canada and abroad as a counter-measure to Communism.

Housing, old age security, high prices, wages, unemployment insurance and labour relations legislation were among the subjects on which both Congresses debated their views and formulated policies. Delegates voiced strong endorsement of the United Nations action in Korea.

There was unanimous approval by both bodies of the action taken by their executives earlier in the year in issuing joint statements on matters of common concern, and hope that further co-operation would develop. The CCL also exchanged messages of greeting with the Canadian and Catholic Confederation of Labour.

The latter organization, at its Convention, adopted resolutions many of which were similar to those passed by the two Congresses. It gave particular attention, however, to old age pensions, picketing, Canada and the United Nations, and certain questions of internal management.

In the following pages appear accounts of the proceedings of the three Conventions. The TLC met at Montreal from September 11 to 16, the CCCL at Sherbrooke the following week, and the CCL at Winnipeg at the end of the month.



President Percy R. Bengough presents a gold watch to Sir Luke Fawcett, fraternal delegate from the British Trades Union Congress, as a memento of the 65th Convention of the Trades and Labour Congress of Canada.

TRADES AND LABOUR CONGRESS OF CANADA

"It is the job of this Parliament of Labour—a job which it cannot gloss over, shirk, or evade—to resolve the problems in which we and the whole free world finds itself. We want peace. Working people everywhere want peace. But we shall not accept peace at any price. We will not accept peace at the price of domination and enslavement." With these words, President Percy R. Bengough set the pattern for the 65th Convention of the Trades and Labour Congress, held at Montreal, September 11-16. This pattern was begun last year at the Calgary Convention.

Backing this statement, the Convention moved swiftly to tighten its ranks against Communist infiltration by giving the Executive Council strong powers to deal with any subversive elements still left in its ranks.

The Executive Council and the Credentials Committee served early notice to all Communists and fellow travellers that their presence at the Convention was not desired.

As a result of this tightened policy, the credentials of a number of delegates were challenged.

The key decisions in the anti-Communist stand of the Convention were those which:

1. Ordered all TLC affiliates to rid themselves of Communist officers or face suspension;
2. Amended the constitution so that Red delegates could be barred from Conventions at the discretion of the executive council;
3. Confirmed the barring of Bruce Magnuson from the convention;
4. Rejected Communist-inspired resolutions on foreign trade, peace and the atom bomb, and foreign relations, and gave the TLC's wholehearted support to the United Nations and the stand in Korea.
5. Refused a proposal that several anti-Communist measures passed at the 64th Convention in Calgary be repealed.

The delegates refused to support a proposal, backed by the executive council, for a system of voting based on the per capita tax paid by each organization. Another issue which occasioned considerable discussion was the proposal for a minimum wage of one dollar per hour, which was finally amended to read eighty-five cents per hour.

The proceedings at the Convention were enlivened by attempts to distribute literature on the floor of the Convention. The mimeographed sheets bore the address of the "Canadian Peace Congress, 49 Walker, Toronto." The distributors were ushered from the hall by the acting chairman, and the Convention provost.

The Convention agenda contained over 200 resolutions on social and economic matters. Among the important matters receiving attention were: cost of living and price control; bill of rights; education; health, holidays and safety; Unemployment Insurance Act; pensions and social security; workmen's compensation; income tax; and several others.

Opening Proceedings

The formal opening was presided over by President Claude Jodoin of the Montreal Trades and Labour Council. Following his address, the delegates were also welcomed by His Worship Mayor Houde of Montreal, and President Marcel Francq of the Quebec Federation of Labour. Later in the opening proceedings the Honourable Milton F. Gregg, V.C., Minister of Labour, addressed the delegates and presented President Bengough with a copy of the special Anniversary Edition of the Labour Gazette.

In his opening address, President Percy R. Bengough, C.B.E., expressed the Convention's pleasure at meeting in Montreal, and spoke of Montreal's importance as an industrial and commercial city.

Speaking of the troubled condition of the world, Mr. Bengough said:—

If we are to have peace—enduring peace—we must create a basis on which peace is possible. If we are to stop Communism, we must encourage people in our country and in other countries to believe our tried and proven ways of governing, living, and working are better. I have no hesitation in saying that we can do that. We know that our free trade unions are better than a union dominated by the state, in the same way, as we know from experience that our free unions are better than a union dominated by the employer. It is not possible to have a free trade union when the state becomes the only employer. We know that the social and economic improvements gained in Canada are the result of our direct efforts, or in some cases at least, of our inspiration. We know that we can do more along those lines.

Mr. Bengough, speaking for the Executive Council, condemned Communism, communist tactics in the labour movement, and the attack on South Korea.

Speaking of the ICFTU and the ILO, Mr. Bengough noted their "direct and consultative relations with the UN." Through these affiliations, Canadian "trade unionists . . . can make constructive efforts towards building a political, social and economic framework in this old world upon which enduring peace can grow and flourish."

President Bengough said that improving working and living conditions would not be enough under present conditions. There is an immediate need for "defensive measures that must be taken in accordance with our commitments to the United Nations and under the North Atlantic Treaty . . .", he said. Labour will have "to put up the lion's share of the money . . . and . . . do the work . . .", Mr. Bengough continued, but will do its job "with light hearts and cool heads, knowing that it is our living and working standards . . . that we are protecting".

Mr. Bengough then spoke of the growing strength of the trade union movement in Canada, and briefly traced for the delegates the expansion of the TLC since the last convention. He noted that TLC membership "is near the half million mark in affiliated membership".

Speaking of the railway strike, Mr. Bengough sharply criticized the attitude of President Donald Gordon of the C.N.R., and expressed his thanks to all labour leaders for joining "with this Congress in a policy statement of unalterable opposition to compulsory arbitration".

Of Canadian problems, and the job of the Convention, Mr. Bengough said:—

In all that I have said about our immediate tasks as unionists and Canadians, we must not lose sight of our never ending job of accomplishing security for all rights here in Canada. We want a comprehensive scheme of social security. During the coming days you will be considering what your Executive Council has done during the past year to get a little closer to that all-important goal. Let us not be fooled by any talk about defence and other expenditures making it impossible for us to have and enjoy a wide measure of social security. Let us not forget that talk like that simply means that there are people in this country—high-minded as they may claim to be—who would be quite happy to shoulder the cost of defence onto the shoulders of the aged, the sick, the infirm, the disabled, the widowed, and the unemployed. That is all that they are saying when they claim that social security cannot be paid for as well as defence and other costs.

Some of our members have gained increases in wages. That could be a boon

to themselves and their families, if, at the same time, we had not found ourselves grasping for spending power while prices soared skyward in a never-ending spiral. Positive measures should be taken against inflation. Positive measures to stabilize prices should be undertaken by the government at once.

Closing his remarks, President Bengough asked all delegates to . . . "exercise calm judgment . . . (and) . . . give full and careful consideration to all matters before them and reach decisions in the best interests of all of our affiliated membership and to the honour of this Congress".

Address of Honourable Milton Gregg Minister of Labour

President Bengough introduced the Hon. Mr. Gregg to the Convention in the following words:—

Fellow delegates it is now my pleasure to introduce to you one whom I consider a very good friend of labour. One who only, as recently as last Labour Day in a very courageous way defended the good name of Labour, defended the position of our railroad men against the charges of irresponsible leadership and others that had been made. I want to say we appreciate it. This good friend of ours really went out of his way to do it, and I want to introduce him to you. He has a very distinguished military record, one where he definitely had to have a knowledge of human value and one where he received the highest honour that can possibly be bestowed on anyone. That was winning the Victoria Cross. He comes well equipped to the job, having previously been President of the University of New Brunswick and is now in the position of the Minister of Labour for the Dominion of Canada. I want to introduce to you now the Honourable Milton F. Gregg, V.C., Minister of Labour.

Expressing his pleasure for the warmth of his welcome to the Convention, Mr. Gregg spoke briefly of his "introduction to labour-management relations" during the rail strike, and said that he had "derived useful and agreeable experience" from this introduction.

Mr. Gregg reiterated his faith in "the loyalty of Canadian workers", and said that "it has been demonstrated in two world wars that there is no more responsible and public spirited segment of our citizenship than the Canadian Labour Movement".

Mr. Gregg paid tribute to the memories of the late Mr. King and Mr. Mitchell. He said that "both Mackenzie King and Humphrey Mitchell regarded themselves as 'expendable' in State service, and did so expend their lives. Theirs was the kind of service that transcends all thought of self". The Minister also referred to Mr. Mitchell's long trade union associations.

Speaking of the forces working against our democracy, Mr. Gregg said:—

We now know how they operate to undermine those countries which they have marked for conquest. The harder nuts, they try to crack by such schemes as getting the unwary to sign petitions to ban the atom bomb.

But their biggest play is to capture or disrupt the free trade union movement, or work into consumers' leagues, or youth leagues or student groups. Often many a liberal (with a small 'l') has been enticed to join the camp followers.

I wish to commend the labour movement of this country for its forthright action in exposing and ousting the termites in their midst. It was done with neatness and dispatch. And only you could have done it with such thoroughness. A government can pass a law outlawing the Communist party as such, but that does not outlaw Communists, or Communism. I know that your vigilance, in view of the immediate situation, will not be relaxed.

Because free trade unions have so much to lose under a Communist dictatorship, there is no need to emphasize here what you have at stake in our present situation.

Korea is a cross-roads in human affairs. Korea today; Indo-China or Malaya, or Iraq, or Europe tomorrow—anywhere they can get a foot-hold, with satellite armies preferred, until they consider the time opportune to commit their own forces in a more ambitious time-table.

You have demonstrated your awareness of their world ambitions by your strong support of counter-measures and your rejection of anything that would impede our trade relations with Western democracies. Your resolutions adopted last year at your Calgary Convention were most heartening, particularly your unqualified support of the North Atlantic Security Pact.

More recently you have boldly swung your support to the Security Council of the United Nations and its decision to intervene in the Korean situation. All these demonstrated that you, too, have calculated the risks and are prepared to sponsor sacrifice by all Canadians to insure the practical survival of our freedom.

Canadians . . . "would be recreant to our trust and our own safety if we did not honour our pledges in defence plans to preserve the boundaries of the remaining free world", Mr. Gregg said. Despite all efforts at amicable settlement, it has become necessary for us to adopt a program of preparedness "for our own safety and that of others".

"In all . . . (their) . . . cold war tactics, the Communist purpose is to dislocate our economy, to keep it off balance, to bring on discontent by scarcity and inflation, and thereby lower our standard of living and soften us up, Mr. Gregg said."

Mr. Gregg pointed out that increased production of war materials would mean shortages of consumer goods and that "scarcity of goods tends to command higher prices", and bring on inflation.

"The strongest anti-inflation weapon we have is increased production. Your government can do much but it cannot do all to curb inflation. Every citizen has a part in that", Mr. Gregg said. However, it would be folly to adopt all-out war powers at this juncture, he said, "and it would be only by assuming such powers; that it would be possible to apply an over-all tight control of retail prices and wages".

Describing "our most potent weapon", after our material strength as being "in the realm of the spirit", the Minister of Labour urged the delegates to "so organize our human relations in Canada so that every individual—soul and body—be safe against all forms of oppression whether from the state or other factors within our country, or from any outside forces of tyranny".

Presentation of Anniversary Issue

Mr. Gregg re-enacted a chapter from history when he presented a copy of the 50th Anniversary Issue of the Labour Gazette to President Bengough. In his presentation remarks, Mr. Gregg noted that, "Mr. King took his first printed copy to Sir William Mulock, who, at the 16th Convention of the Trades and Labour Congress in September 1900, presented that copy to Mr. Ralph Smith, then president of this organization".

Presenting the Issue to Mr. Bengough, Mr. Gregg said,

Today, Mr. Bengough, I am happy to present you with the 50th Anniversary copy of the Department's Labour Gazette, which has faithfully recorded the impressive progress of labour during the past half century.

Fraternal Messages

The delegates listened with interest to the addresses of Sir Luke Fawcett, fraternal delegate from the British Trades Union Congress, and Mr. Anthony Valente, International President of the United Textile Workers of America, and fraternal delegate from the American Federation of Labour.

Mr. Valente spoke principally on the world situation and the Communist menace. Placing the guilt for the war in Korea squarely on the Communists, Mr. Valente said:—

... Communism is a world-wide conspiracy against the free nations of the world and must be rooted out everywhere, both domestically and abroad. Communists parade under phony slogans of peace and freedom, not only in the United States and Canada, but in other countries of the world, while they carry on war for the enslavement of peoples. They speak of peace and practice aggression and slavery. The so-called "Stockholm Petition" is a

fraud that has been completely exposed by their actual war against the Republic of Korea.

Lest there be any misunderstanding, I want you to know that the American Labour Movement is completely united in this belief and that it stands firmly behind the United States Government and the United Nations against the puppet North Koreans and their master-manipulators, the Soviet Russian aggressors. The American Federation of Labour is co-operating fully with the United States Government in its defense production program. It is also active in mobilizing the united action of all free labour all over the free world in defence of our free institutions against Communist barbarism and slavery.

Turning to the future, Mr. Valente said that the American labour movement is "conscious of the fact that great sacrifices will have to be made. We know full well that the greatest burden of preparing for defence will be borne by the men and women who work for a living". He said that controls will become necessary but that "controls of prices usually come too late". Already, the greed of some of our industries has become evident in the exorbitant profits being taken", Mr. Valente said.

The speaker noted with pleasure that American labour, "at least in the public press, is well on the road towards becoming united and speaking and acting as one". Referring to the unity discussions now going on between the AFL and CIO in the United States, Mr. Valente said, "I for one, certainly hope that final and complete peace between these two organizations will become a reality". However, Mr. Valente was not convinced of the sincerity of the CIO . . . "particularly . . . in the textile field where the CIO Textile Union's raiding activities have been vicious and are still going on . . ." This "tragic disunity of the American labour movement . . . is particularly tragic today in view of the international perils which beset our country and our movement". To achieve this unity, Mr. Valente suggested that "the dual union organizations themselves must wish it and work for it and must exhibit good faith, goodwill and honourable fulfilment of agreements made".

In agreeing with the Convention's action to bar Communists and fellow travellers,

"... I am happy to present you with the 50th Anniversary copy of the Department's Labour Gazette. . . I think it is most appropriate that history is repeating itself. . . ."

The Hon. Milton Gregg, Minister of Labour, to Percy R. Bengough, President of the Trades and Labour Congress.



Mr. Valente sounded a warning against "branding those whom we dislike or disagree with as Communists". Mr. Valente illustrated his stand with a statement he had made at the Textile Workers' Convention. This statement which has now become the policy of the UTW states:

I hold no brief for Communism or any other isms whatever their disguise, nor have I any use for any crackpot who parrots the party line of Communist Russia. However, I am not going to accept the phony issue of Communist name-calling as a license to raid and destroy our Union.

Closing his speech, Mr. Valente re-expressed his full accord with the TLC Korean Resolution, which has exactly the same meaning and intent as the policy of the AFL and the Textile Workers. However, he said that while he agreed with the Convention's action in barring Communists, he could not agree with the method used of releasing the names of barred delegates prior to the Convention opening. He feared that it would work against his organization in their fight with a rival union over jurisdiction at the Dominion Textile Company in Montreal. Mr. Valente said that had the evidence been presented to him, these people would not have received credentials to represent his union, and that he would personally guarantee that any communists on the payroll of his union would be dropped.

Thanking Mr. Valente for his address, President Bengough said that he regretted the prior publication of the names of the barred delegates, which had resulted from a "leakage". He issued a statement expressing "the cordial and fraternal feelings of this 65th Annual Convention of the Trades and Labour Congress of Canada for the textile workers in Canada and especially for those in the Province of Quebec". The statement said in part:—

On behalf of all of the affiliated membership of the Trades and Labour Congress of Canada I urge the employees of the Dominion Textile Company to retain Local 102, United Textile Workers of America, as their union and bargaining agent regardless of any lack of confidence that may now exist in the present Canadian leadership of the union.

The Executive Council of the Trades and Labour Congress of Canada has implicit faith in the sincerity and ability of the President of the United Textile Workers of America, Anthony Valente, and the Executive Board of the International Union.

President Valente . . . has assured the Executive Council of the Congress that the policy of his union is in exact accord with the policy of this Congress.

The Trades and Labour Congress of Canada urges the workers in the Dominion Textile Company not to allow this coming

vote to deteriorate into merely a fight over certain personalities. The United Textile Workers of America is a sound and effective union capable of bringing to the workers in textile plants in Canada the utmost in economic and social benefits.

Sir Luke Fawcett extended fraternal greetings from the Trades Union Congress to the delegates. He spoke of the ties existing between British and Canadian workers and described himself ". . . as the ambassador to you of the fraternity and goodwill of the workers of Britain."

Sir Luke, in describing the progress of the Labour Movement in Britain, told the delegates "We, working folk, have much to learn from each other. The more we exchange ideas and experience borne of our endeavour the better. Knowledge, confidence and inspiration will be obtained for our forward march." He also said:—

I am firmly of the opinion that in Britain we have the best organized, closest knit, most experienced and conscious voluntary Labour Movement in the world.

Trade Unionism, Co-operation and Political Labour are more united there than in any other country. Constituting the ranks of this immense Movement is an enlightened, trained and disciplined democracy with keen grasp of affairs, deeply aware of its aims and ideals, and moving steadily, persistently onward to their achievement.

Describing the employment situation in Britain, the speaker said that there has been full employment since the end of the war and that "to maintain (this) full employment considerable strides have been made towards establishing a planned economy. The great mining, gas, electricity and transport industries have been nationalized."

Sir Luke paid tribute to the "industrial and economic progress made by Canada during recent years", and lauded Canada as 'the linchpin' of the English speaking world".

Closing his remarks, Sir Luke told the convention:

In the eternal struggle between good and evil the scales are not evenly balanced. It is necessary to be ever vigilant in mobilizing the forces that make for good. It is easier to destroy than construct. It seems at times that the powers of destruction are stronger than the powers of construction. Yet it is not so. The overwhelming millions of humanity are on the side of good, of peace, of construction, of freedom, of progress. We know. We represent those whose lot is patient labour throughout the years—the home makers, the tillers of the soil and gatherers in of harvests, the builders, the producers of all kinds of wealth. And they are marshalled on the side of life, and pressing for a kindlier, richer, joyous, more abounding life.

Other Speakers

Also addressing the Convention during its sessions were Mr. C. W. Jenks, of the International Labour Office in Geneva, who extended greetings on behalf of that organization; and Mr. H. W. Manning, Chairman of the Manitoba Flood Relief Fund.

Greetings from ICFTU

President Bengough read a message of greeting to the Convention from Mr. J. H. Oldenbroek, General Secretary of the International Confederation of Free Trade Unions. Mr. Oldenbroek expressed his regret at being unable to attend the Convention.

Slanted Trade Policies Rejected

A series of resolutions on foreign trade, similar to those rejected by the 1949 convention at Calgary, was presented to the Convention. The Resolutions Committee charged that these resolutions had all come from a "central source" and were designed to "unjustly poison the minds of the delegates".

The Resolutions Committee presented a substitute statement on foreign trade to replace the resolutions presented by the following unions: Fort William Trades and Labour Council and Port Arthur Trades and Labour Council; Winnipeg Local 712, International Brotherhood of Firemen and Oilers; Toronto Local 168, Cafeteria and Restaurant Employees; Toronto Local No. 7, Chefs, Cooks and Pastry Cooks; Port Arthur Local 2786 and Sudbury Local 2537, Lumber and Sawmill Workers, United Brotherhood of Carpenters and Joiners of America; and the B.C. United Fishermen and Allied Workers' Union.

The Committee's own resolution was as follows:—

Foreign Trade

Your Committee notes that Resolutions 30 to 35 dealing with Foreign Trade are similar to those on this subject submitted to the Convention last year in Calgary at which time the convention approved of a recommendation of non-concurrence on the basis that the resolutions were inspired by a "central source" and intended to "unjustly poison the minds of the delegates". The Resolutions presented here assume that our foreign trade, the amount of it, and the countries with which it is maintained, is controlled by the United States and restricted by our dislike of the political and social complexion of the governments of certain countries.

During the past year Canada did business with over seventy countries in addition to the United States, Great Britain and more than thirty countries of the

Commonwealth. Expansion of foreign trade with these and other countries is the continuing policy of our country.

No one will deny that our policy must continue to be one of expanding external trade. Our exports and imports are a large and valuable part of the total business of the country. A continuing high level of employment could not be maintained without a large volume of external trade.

Many adjustments in trading relationships were made necessary by the destruction of Europe. We made those adjustments in our sincere desire to assist and rebuild the devastated areas of the world, and to aid and encourage their peoples to maintain and cherish their freedom and democracy. Those adjustments were made through international agreements into which Canada entered willingly and freely.

Our trading relationships are not based fundamentally upon political considerations. One fact, however, we cannot forget. It takes at least two to make a bargain. There are international boundaries across which neither our goods nor our citizens may move freely. The blame for those restrictions does not belong to Canada.

The government of Soviet Russia is trying to increase the number of countries behind those restricted frontiers in an attempt to further reduce the scope and amount of international trade. No other government including Canada's is pursuing such a trade policy.

Present considerations of national defence, along with our commitments to the United Nations and under the North Atlantic Security Pact will have a significant bearing upon our future trade policies. Arrangements now being worked out for closer trade relations and collaboration with countries of Southeast Asia will further influence the direction and development of our external trade. Within the various frameworks of these and other international projects there is plenty of room for the expansion of our foreign trade. There is also room for as many countries as are prepared to co-operate and collaborate freely. It is not we who are closing the doors to trade. We cannot, however, force other countries against their will to enter into reasonable trading relations with ourselves.

The government of Soviet Russia and the governments of its satellites have been asked many times to enter into mutually acceptable trade agreements. The way is still open. It is for them to determine whether international trade shall expand or whether they will pursue their present course.

For these reasons we believe that these resolutions should not be concurred in and we therefore recommend non-concurrence in all of the above resolutions.

The introduction of this resolution caused an immediate reaction from some members on the Convention floor.*

Delegate Stevens of the B.C. Fishermen and Allied Workers' Union opposed the substitute statement and charged that the U.S. State Department was setting policy for the Convention and for Canada. A. L. Gordon also of the B.C. Fishermen's Union

charged that the statement was a "big lie", and that the U.S. State Department was directing the convention.

Speaking on behalf of the substitute resolution, Delegate Bernard Shane attacked the Communist attempt to undermine the good relations existing between Canada and the United States. He urged support of the resolution and said that labour should be opposed to shipping anything to Russia or the satellite countries which could be used against us in a war.

Mr. Shane was supported in his stand by several delegates who praised the action of the Committee in recognizing the nature of the trade resolutions.

The Committee's substitute resolution was overwhelmingly adopted on a voice vote.

Foreign Relations and International Affairs

A group of resolutions on "peace and the atom bomb" was rejected by the delegates following an Executive recommendation of non-concurrence. Despite protests by a small, but vocal left-wing element on the floor, the following statement on foreign relations was adopted as TLC policy on foreign affairs:—

The Executive Council of the Trades and Labour Congress of Canada, having in mind the immediate threat to the peace of the world and to the free and democratic nations contained in the armed attack by the armies of North Korea against the people of South Korea, issued a statement on August 10, urging the full support of all trade unions and their membership for the actions taken by the Security Council of the United Nations to block this act of armed aggression. In making this appeal to all of our affiliated membership, your Executive Council also warned against the insincere efforts of Communists and communist sympathizers seeking to weaken our own defences and solidarity against the spread of Communism and the imperialist aims of world domination and enslavement by the dictatorship of Soviet Russia. We called attention to these insincere efforts that were being put forth whereby our affiliated membership was being asked to sign the Stockholm Peace Petition and to approve resolutions calling for the banning of the A-Bomb.

This statement issued by the Executive Council now takes the form of a Recommendation of the Executive Council, in which form it may receive the approval of the delegates assembled in Convention, and so become the immediate and continuing policy of the Trades and Labour Congress of Canada on Foreign Policy.

The Trades and Labour Congress of Canada calls for full support of the decisions and actions of the Security Council of the United Nations in its attempt to meet the armed attack of the North Korean armies upon South Korea and

re-establish peace and democratic government in Korea. We are pleased to see that free trade unionists throughout the world have taken the same position, and that the free nations of the world have thrown in their lot with the United Nations in the maintenance of international law and order.

Our members fervently desire peace throughout the entire world. Only in peace can working people increase their standard of living, improve their homes, eat more and better food, advance their education, and enjoy more leisure. These and not war are our objectives.

Recognizing this, there are, unfortunately, some who have attached themselves to our trade unions, who today are attempting to pose as the only friends of peace and as such as the only qualified leaders of the organized workers of our country. But, however incredible it may seem, it is these very people who are in favour of the armed attack upon South Korea.

This duplicity—this campaign in favour of peace on the one hand and armed aggression on the other—must be exposed. The people who are promoting this campaign should be recognized for what they are.

The activities of Communists and communist sympathizers in our unions have never been sincere efforts to improve the position of working people. They have been designed in the past solely to further the interests of the Communist Party. Today these willing dupes are sowing confusion in our unions to assist only the Stalinist dictatorship of Soviet Russia which has for its objective the domination and enslavement of the entire world.

Review for a moment what has happened since Soviet Russia was our ally in World War II. Stalin took advantage of the defeat of Germany and Japan to impose his soviet system, assisted in all cases by armed force, upon Poland, Rumania, Bulgaria and Eastern Germany, in Europe, and upon Manchuria, North Korea and China, in Asia. To this list must be added, of course, Czechoslovakia whose enslavement by Stalin despite its remarkably advanced social and economic conditions and strong trade union movement came as a terrible shock to the whole free world.

Korea for many years was under Japanese control. Stalin agreed at Yalta to a partition of the country for the purpose of handling prisoners of war. It was intended that under the United Nations the country would be unified with its own democratic government, freely elected by the people. But Stalin set up his own puppet government in North Korea and refused to allow the United Nations to hold free elections there in 1947. These elections were held in South Korea and a coalition government recognized by the United Nations was established at the end of 1948.

Having resisted all efforts of the United Nations to re-unite Korea under stable democratic government, the armies of Stalin's puppet government of North Korea invaded South Korea on June 25. The Security Council of the United Nations took action by resolution the same day to counter this armed attack.

The International Confederation of Free Trade Unions immediately stated its sup-

port of the Security Council in these words: "We welcome the firm stand which has been taken by the United Nations Security Council for countering this act of aggression and for the restoration of peace in Korea." The ICFTU also said: "This is clearly the latest move in a systematic plan for enlarging, by armed force if necessary, the totalitarian sphere of influence."

Communists and persons of like minds in our own country are asking our members and others to sign the phoney Stockholm Peace Pledge and to pass "ban the A-Bomb" resolutions, hoping to keep us disarmed and leave Soviet Russia free to move in on any country whenever it suits their purpose.

It is doubtful if any of the people in our unions who support Soviet Russia are really aware of what they are favouring. The masters of Moscow today are not the people who overthrew the Czar in 1917. The dictatorship is not the dictatorship of the proletariat. It is not any longer the government of the Communist Party. It is simply the dictatorship of Joe Stalin. Everything in Soviet Russia and its controlled satellites is under the control of this one man and the few who are closely associated with him in the Kremlin.

But it is not the confusion and stupidity of these dupes of Stalin that we should concern ourselves with. Our job is not to be confused by their insincere and destructive tactics. Our job is to preserve peace and our own way of life, which we have proven to be far better than anything else so far suggested or attempted.

Dictatorship wherever it exists is the foe of trade unions. Dictators, whether they are fascist or communist, are intent upon world domination. They know no goal but unlimited power. They know no method of accomplishing this end but armed force and enslavement of conquered peoples.

We as unionists know the value of peace, of freedom, and of democracy. We also know that there are times when these things have to be fought for. There can no longer be any doubt that that time has come around again.

Thus, in the firm conviction that the steps taken by our own country, Britain, the United States and other members of the United Nations are designed to restore peace in Korea and uphold the dignity and authority of international law in the settlement of disputes between the countries of the world, we call upon all of our affiliated membership to give these measures their unqualified support.

Three resolutions dealing with International Conventions were also adopted by the delegates. These measures asked the Federal Government:—

1. To adopt the International Convention for the Protection of Civilians in Time of War;
2. To support adoption of an International Convention to protect legal rights of refugees;
3. To "accede to the Convention on the Declaration of Death of Missing Persons."

Amendments to Constitution

Several constitutional amendments, proposed by the Committee on Constitution and Law were accepted by the Convention, but an important proposed amendment to Section 2 Article IV, designed to provide for a system of bloc voting at Conventions was defeated after lengthy discussion by the delegates.

The Executive Council of the Congress was "empowered to take the necessary measures" to ensure that Communists and those adhering to Communist principles were not allowed representation in the TLC. A paragraph, taken from the constitution of the American Federation of Labour was added to Section 5 of Article V, providing that:—

"No organization officered or controlled by communists or members of the Labour Progressive Party, or any person espousing Communism or advocating the violent overthrow of our institutions shall be allowed representation or recognition in this Congress or any organization chartered by it."

Section 6 of Article V was also amended to read:—

"Neither shall any person be eligible as a delegate who is a member of the Communist Party or the Labour Progressive or any other named subversive organization, or who holds membership in or allegiance to any other body, local, national or international, hostile or dual to the Congress or its affiliated organizations, nor any organization or individual advocating the overthrow of our democratic form of Government by force or known to participate in and advance the aims and policies of Communism."

When asked by a delegate on the floor, what evidence would be necessary to prove that a person was a Communist under the provisions of the amendment, Delegate Marcel Francq, Chairman of the Committee replied that "in the case of a Communist, we will give him the same opportunity of defending himself that he would be given in Russia—he will be guilty until he can prove to our satisfaction that he is innocent."

One of the most contentious issues to come before the Convention was the Committee's proposed amendment which would have provided for a system of bloc voting at future conventions. The proposal was voted down by the delegates after heated discussion. The chief opposition came from local union representatives who were afraid that it would take away from the

locals the opportunity of having changes made in the constitution. R. K. Gervin, of the Vancouver, New Westminster and District Trades and Labour Council, represented the views of many of the local union representatives when he drew attention to the opening paragraph of the amendment which read: "Questions may be decided by a division or show of hands. One tenth of the delegates present may demand a roll call vote." He felt that the effect of this would be to work against the small unions.

President Percy R. Bengough, speaking in favour of the amendment said that it was designed to alter the situation presently existing, whereby a 15 member union has the same vote as one with 2,000. He also pointed out that the AFL, TUC and ICFTU had voting systems similar to this, whereby each constituent organization voted on the basis of the per capita tax paid.

Among those opposing the proposed amendment were Bruce Docherty, of the Hamilton and District Trades and Labour Council, A. W. Godfrey, of the Fort William Trades and Labour Council, and W. M. Black of the Joint Council of Public Employees (B.C. Division) and Vancouver Hospital Employees' Federal Union No. 180.

A standing vote was called for, and the proposed amendment was defeated.

The Committee's recommendation of non-concurrence for several proposed amendments was accepted by the convention after some discussion. Several other minor constitutional amendments were accepted and passed by the membership, and the amended report of the committee was accepted.

Racial Discrimination and Genocide

The Congress adopted unanimously the report of the Standing Committee on Racial Discrimination, presented by Quebec Vice-President Claude Jodoin. The report surveyed the Canadian situation on discrimination since the last report presented to the 64th Convention at Calgary. The report said:—

Developments during the 12 months since we met in convention in Calgary have been such as to encourage those who seek better human understanding and closer relations between all ethnic, national and religious groups. In this same period, of course, there have been unfortunate instances of active discrimination against certain members of minority groups. We refer in particular to the referendum held in the city of Dresden, Ont., curtailing

the rights of Negroes in that locality and to the outbreak of violence in Shawinigan Falls against the members of the Christian Brethren and in LaSarre, Que., against a group of Baptist evangelists. The sufferings these outbreaks have caused to the victims cannot be ignored and should never be minimized. But it should be stressed that the stronger and more noticeable trend in recent months has been away from such displays of prejudice and towards greater understanding of all minorities.

In line with our educational activities, several new legislative measures against discrimination have been enacted in Canada this year. These new laws are not only the result of educational work by our own labour organizations but, being in force, they are now a part of that educational activity.

The report expressed concern "with the practice of discrimination in employment against many working men and women because of their race, religion or national origin." The report noted that during the year, the TLC, through the Committee had "encouraged and lent . . . support to all movements for the introduction of fair employment practices laws." However, although the movement had progressed in Ontario, and efforts towards such legislation are being made in Manitoba and British Columbia, Saskatchewan is still the only province which has legislation prohibiting such discrimination "through (a) provincial Bill of Rights."

On the Committee's recommendation, four resolutions were adopted calling for:

1. Ratification by Canada of the UN convention on "the prevention and punishment of the crime of genocide;"
2. The enactment by all provinces of fair employment practices legislation;
3. Legislation banning restrictive real estate covenants;
4. Continued action by the Executive Council "to continue these efforts—to develop better human understanding between all groups within our country."

"As an interim measure, (the report also recommended), that a Declaration of Human Rights be adopted by the Parliament of Canada . . ." Such a declaration "would state that every one in Canada has duties to our community and is subject to such limitations as are determined by law, for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and of the general welfare and good government of Canada."

Credentials Committee

Delegate A. F. MacArthur, Secretary of the Credentials Committee in his final statement reported that a total of 679 duly accredited delegates, representing 414 organizations had been seated at the Convention.

The cases of seven persons, refused admission earlier in the convention had been reviewed, and the Committee felt that there was sufficient evidence to warrant their exclusion from the meetings. The list of names read by Mr. MacArthur included:

R. F. Wright, Local 161, Hotel and Restaurant Employees, Toronto; Mrs. Helen Weir, Local 168, Hotel and Restaurant Employees, Toronto; J. Phillips, Local 28, Civic Workers, Vancouver; D. Guise, Local 24, Civic Workers, Vancouver; A. Gauld, Local 144, Plumbers', Toronto; Sam Lapedes, Local 253, Garment Workers, Toronto.

The case of Bruce Magnuson, president of Sudbury Local 2537, of the United

Brotherhood of Carpenters and Joiners of America had been reviewed, and the ban against him confirmed. In its report, the Committee said that Mr. Magnuson had denied Communist affiliation, and membership in the Labour Progressive Party, but that it was the Committee's opinion that "he has shown adherence to the Communist Party line."

The action of the committee was opposed by several delegates who charged that the Congress was attempting to tell the locals who they could send to conventions. Delegate A. L. Gordon, charged that the action was "dictatorial in the extreme", and an "aberration of democracy". Delegate James Beattie charged that the convention was not free, and that "the policy of the capitalist press has become the policy of this Congress".

Replying to these charges of high-handed action by the Executive Council, President Bengough said that TLC policy on Communism had been set by the 64th Convention in Calgary. He then read to the mem-



The re-elected Executive of the Trades and Labour Congress of Canada

Front row, left to right—Gordon Cushing, Secretary-Treasurer; President Percy R. Bengough, C.B.E., and William Jenoves, Ontario vice-president. Standing—Carl E. Berg, M.B.E., Prairie vice-president; James Whitebone, Maritime vice-president; Birt Showler, M.B.E., British Columbia vice-president; Claude Jodoin, Quebec vice-president.

bers the TLC policy on Communism as it appears in the constitution. This statement reads:—

Whereas the principles advocated by the proponents of the Communist Doctrines are inimical to our democratic ideals of freedom of assembly, of speech, of the press and of worship;

And whereas the Trades Union Movement as represented by The Trades and Labour Congress of Canada and the American Federation of Labour has been developed and brought to its present strength under democratic systems of Government;

And whereas our Trade Union Movement, as we understand it, is essentially democratic in its organization and administration;

And whereas a number of affiliated organizations have suffered through the activities of Communists who place their philosophies ahead of the welfare of organized Labour by the introduction of Communist doctrine to the exclusion of legitimate trade union activities, and have thereby discredited the Trade Union Movement in the eyes of the general public;

Therefore be it resolved,—That this 64th Convention of the Trades and Labour Congress of Canada condemns the Communist doctrines as detrimental to the best interests of the working class; severely censures the activities of Communists and fellow travellers and recommends to all affiliated organizations to remove them from any key positions or offices they may hold and to expel them from their ranks.

And be it further resolved,—That no known Communist shall be permitted to hold office in the Trades and Labour Congress of Canada, its Provincial Federations and Central Bodies, nor be permitted to sit on any Committee of the Convention.

The action of the Credentials Committee received almost unanimous approval from the delegates.

Social Security and Pensions

The Convention adopted a resolution on social security which urged:—

That we fully co-operate with the Federal Government in the immediate implementation of a Dominion-wide social security plan on a contributory basis for all citizens of Canada, regardless of income and that this plan shall include health, hospitalization, old age pensions, mothers' allowance, widows' allowance, and such other social measures which are necessary along with financial assistance to the municipalities in the construction of modern hospitals and that the following be included: Cash benefits to maintain income during illness; the integration of curative and preventive work and provision of the necessary technical personnel to guarantee to every person the maximum medical, surgical and dental benefits, labour representation on all hospital boards and that all persons shall have free choice of any professional services.

Seventeen resolutions on pensions before the Convention were consolidated into one which asked for amendments to the Old Age Pensions Act which would:

1. Reduce the pension age to 65 (60 for females), with pensions payable to all, without a means test, on a contributory basis. The only qualification being fifteen years' residence in Canada;

2. Eliminate deductions from pensions for other income;

3. Pay the same pension to blind and totally disabled over eighteen;

4. Discontinue the association of the Parent's Maintenance Act with the Pensions Act;

5. Discontinue placing of liens on homes of pensioners;

6. Increase pensions to \$65 per month;

7. Provide community homes and medical care, under federal supervision for the aged.

Several delegates spoke on the subject of old age pensions, and offered further suggestions to the Convention. Delegate Frank Armstrong of Winnipeg suggested that a cost-of-living index be placed against old age pensions, and that pensions be increased as the index increases.

Other delegates maintained that \$40 was entirely inadequate for older people to maintain a decent standard of living, and that the cost could not be considered in such an important matter. Delegate Nelson Cox expressed the Convention's viewpoint when he said "our duty is to provide money for old age pensions . . ." Delegate Blair of Victoria, urged each delegate to arouse their memberships to work for better social security legislation when they returned home.

Wages, Hours and Conditions of Employment

The Convention adopted a resolution which said that it would like to see enacted "legislation which will institute for all workers a maximum five day, forty hour week without reduction in take home pay." This resolution was unanimously carried.

A resolution, asking for "a national minimum wage of one dollar (\$1.00) per hour," was amended to read, "eighty-five cents per hour or such higher minimum as may be needed to purchase the normal requirements for the maintenance of the welfare of the people."

There was considerable opposition from some of the delegates to the eighty-five cents minimum. Many thought that such a proposal by labour would not help in recruiting new members to trade union ranks.

Other members, in supporting the amended resolution pointed out that only recently had the United States adopted a

minimum wage of seventy-five cents an hour. After considerable discussion, both pro and con, the resolution, as amended, was carried on a close vote.

Also adopted were resolutions favouring: time and one-half for overtime, double time for Sundays and holidays; check-off of Association dues for government employees; increased wages for postal employees; adoption of a fair wage policy; and the observance "on all projects undertaken by or on behalf of Dominion or Provincial Governments in any part of Canada of the terms of Fair Wage Acts."

Housing

Four resolutions on housing were amalgamated to represent the convention's attitude on this matter. The resolution declared that because of rental increases allowed by the Government, "the already lamentable housing crisis" had been added to. Therefore the Convention called upon "the Dominion Government to assume full responsibility for the financing of slum clearance and low rental dwellings and thus make possible the commencement of low rental housing projects in co-operation with the provinces and municipalities."

Two other resolutions asked for "protective legislation to safeguard . . . workers and veterans so that their homes will be protected . . . against a weakened financial condition in the event of a business recession;" and Government intervention to increase production . . . of all building materials."

Immigration

Four resolutions on immigration were incorporated into one which instructed the Executive Council "to reiterate its request for the establishment of an Immigration Commission on which there will be equal representation of Government, Labour and Management to advise on, negotiate and administer all matters concerning immigration."

A resolution protesting against the issuing of permits to American contractors operating in Canada asked "that before any such permits are issued the local unions in the locality must be consulted."

Public Works, Public Utilities and Employment

Twenty resolutions on public works, public utilities and employment were submitted to the Convention, and their major proposals were adopted by the delegates in three substitute resolutions.

Public Works

One resolution requested the Federal, Provincial and Municipal Governments to begin at once a public works program. Such a program to include:

1. Subsidized low rental homes;
2. Hospitals, schools and sanitoriums;
3. Completion of the Trans-Canada Highway;
4. Flood control and irrigation projects;
5. Several proposed canal and power projects.

The resolution also stated: "that pending such action all destitute persons not eligible for unemployment insurance be immediately provided with direct financial assistance at least equal to that provided by the Unemployment Insurance Act."

A second resolve asked that "the Government of Canada . . . stimulate improvement in industrial processes, to aid in the establishment of further industrial plants wherever these are warranted, and to encourage and finance technical and scientific development, especially in regard to connection with development of our iron and steel, oil and forest resources."

Unemployment

To counteract "the danger that unemployment on a widespread scale could become the beginning of a period of depression," the Convention recommended a four-point program. These proposals called for public works programs by all governments; organization of work by employers to offset seasonal conditions; and assurance that Fair Wage Acts and other legislation would apply on all such programs.

Cost of Living and Price Control

The Convention adopted unanimously a substitute resolution, representative of several, calling for "a campaign to arouse public opinion, and continue to urge upon the Canadian Government the necessity of . . . legislation" embodying the following provisions:

1. re-institution of subsidies on basic food commodities and enforcement of a reduction in consumer prices;
2. re-imposition of the 100 per cent excess profits tax;
3. no further price changes on necessities of life and the establishment of a Price Control Board on which labour would be represented.

The delegates also passed a resolution urging all TLC affiliates "to include substantial wage increases in their demands as contracts come up for renewal."

Labour Code

The Convention, through a section of the Report on Legislative activities, commended the Executive Council for its efforts to have a National Labour Relations Act passed. The statement said:

Your Committee is in full agreement with the Executive Council for continuing to press for a National Labour Relations Act which would be in keeping with the beliefs of the Congress.

Your Committee makes this recommendation with the suggestion that the Executive Council keep on the alert for any indication of detrimental interpretation of the Act which will set precedent not in the best interest of its affiliated membership.

Your Committee would particularly urge the Executive Council to meet with the Minister of Labour regarding the interpretation being placed on the definition of "confidential employees" which bars a large number of our members from being included in a bargaining agency.

Your Committee is in accord with the statement that the Act is too limited in scope and your Committee believes that the Executive Council should continue to press for the extension of provisions of the Act whereby it would cover all employees of the Government, including those on the hourly rates, with municipal employees to be included as well.

Legislation

The Report of the Committee on Legislative Activities noted that "some of the legislative measures requested by the Congress have been incorporated as amendments to existing legislation," and that "it can be stated with confidence that the Government has considered some of the measures Labour has sought for years, which indicates the value of persistent plugging which has been done by the Trades and Labour Congress of Canada."

The Report concurred in several matters on legislation, including recommendations for abolishing appeals to the Privy Council; proposed amendments to the B.N.A. Act; the Congress stand for higher income tax exemptions for lower paid workers, removal of sales taxes and exemption of union dues from income taxes; prohibition of the use of injunctions; improved working conditions for Government employees; amendments to the National Housing Act, Combines Act, Supreme Court Act and Criminal Code; ratification by Parliament of the ILO Convention No. 88 on free employment services; payment of supplementary benefits and extended coverage of the Act; and the extension of federal rent controls until March 31, 1951.

Workmen's Compensation

The delegates' views on workmen's compensation were contained in a resolution which asked the Executive:—

to petition the Federal Government for enactment of a Compensation Act, to cover all workers regardless of trade or other restrictions, which will guarantee full earnings and no waiting period for the needy, the act to also include:

1. Blanket coverage of all occupational disease or diseases attributable to the nature of employment regardless of the disease or the occupation of the worker;
2. Payment based on wages of the highest prevailing period between time of accident and final settlement agreeable to recipient or employee;
3. The process of investigation and payment to recipients being speeded up;

And be it further resolved,—That in the meantime the Trades and Labour Congress of Canada, through its provincial bodies, urge upon the respective provincial governments the necessity of amending the Workmen's Compensation Acts to cover these points.

Unemployment Insurance

Of twenty-two resolutions on the Unemployment Insurance Act, before the Convention, ten were passed. In several cases, the requests contained in one resolution were duplicated in one or more other resolves. The major proposals regarding the Act were:—

1. That benefits under the Act remain the same as at present;
2. That it be amended to cover all workers regardless of occupation;
3. Immediate payment of benefits;
4. A limit on the time in which Umpire's decisions can be handed down;
5. Amendment of the Act so that an "insurable person, once having qualified with 180 days, shall not have to qualify further until all benefits have been received to which the insurable person is entitled;"
6. Replacement of the Umpire by a panel of three representing labour, employers and the judiciary;
7. Payment of benefits for holidays and Sundays;
8. Clearer definition of the phrase "suitable employment."

Joint Union Action

On the important matter of joint union action, TLC policy was established by the Convention in a statement which commended "the Executive for issuing several joint statements in the interest of the Trade Union Movement during the past year and

especially during the Railway Strike, and we believe that approval and endorsement by this Convention will inspire them to similar joint action in the future."

Other Recommendations

Among the recommendations contained in other resolutions were:—

The establishment of an international authority to take action to prevent floods in Manitoba, British Columbia and other parts of Canada;

The setting up by the TLC of a Union Label Department in Canada;

The assumption by the Federal Government of "a greater portion of the cost of education by means of grants to provinces to be used exclusively for educational purposes;"

The establishment of a government subsidized national health scheme;

Enactment of a Canadian Bill of Rights.

Adoption of a more orderly, balanced and fixed calendar incorporating the 12 month equal quarters World Calendar.

Election of Officers

The election of officers resulted in acclamations for the re-election of President Percy R. Bengough; Secretary-Treasurer Gordon G. Cushing; William Jenoves, Ontario Vice-President; Carl Berg, Prairie Vice-President; and James Whitebone, Maritime Vice-President.

Contests were held for the other two Executive positions. Claude Jodoin defeated Ulysses Charleboix to retain the office of Quebec Vice-President, and Birt Showler defeated H. L. Hanson for re-election as British Columbia Vice-President.

CANADIAN CONGRESS OF LABOUR

For the occasion of the tenth anniversary Convention of the Canadian Congress of Labour, over 700 delegates, representing a reported membership of 350,000, met at the Civic Auditorium, Winnipeg, from September 25 to 29, 1950.

The Congress continued the strong action it has taken in previous years against Communism. It expelled the United Electrical Radio and Machine Workers of America, a union which some months previously had been suspended by the CCL Executive (L.G., Jan., 1950, p. 8). It adopted a constitutional amendment permitting its Executive to expel any union following Communist or Fascist principles and policies.

As a corollary to this action, the Congress adopted a Declaration of Positive Economic Philosophy, a statement setting forth social and economic objectives for the country as a counter-measure to Communism.

Apart from these matters, the subject which probably evoked the most vigorous discussion from the delegates was that of housing. The debate on this issue culminated in the adoption of a strongly-worded resolution calling for the institution of a low-cost housing program.

The Convention also devoted particular attention to the need for an old age security program and a national labour code. Another resolution called for higher wage rates to relieve suffering caused by the rising cost of living.

The Convention dealt with the question of labour unity in the light of the concerted action taken by Canadian labour bodies in the conduct of the recent railway strike. It proposed the establishment of a joint national council, as a medium through which the whole Canadian trade union movement could press in the future for common aims and objectives.

Continuing the interest it has displayed in recent years in international affairs, the Convention adopted a resolution giving its "unqualified support" to the action taken by the United Nations in Korea.

The Hon. Milton Gregg, recently appointed Minister of Labour, flew from Ottawa to make his first official appearance at a CCL Convention. Mr. Gregg addressed the delegates at the Convention banquet.

At the opening of the Convention, the delegates were welcomed to Winnipeg by Mayor Garnet Coulter, and by Leon Mitchell, President of the Winnipeg Labour Council.

Presidential Address of A. R. Mosher

President A. R. Mosher began his address to the delegates, on the opening morning of the Convention, with a reference to the founding of the Canadian Congress of Labour ten years earlier.

"Our first Convention, in 1940," he said, "was in the nature of an adventurous experiment. At that time, we brought together a group of purely Canadian unions

and a group of international unions, some of which were only beginning to be organized in the mass-production industries of Canada. If I may mention a few of the unions and personalities concerned, I should like to say how much the Congress owed in its formative years to the contribution of the United Mine Workers represented by Brothers Silby Barrett, Pat Conroy, and others, and the Amalgamated Clothing Workers of America, represented by Brother Sol Spivak. These international unions had been established in Canada for many years.

"The United Automobile Workers of America, represented by Brother George Burt and the United Steelworkers of America represented by Brother C. H. Millard, were just getting under way, and laying the foundations for the progress which has made them the two largest international unions in Canada. The contribution made toward the Congress by the purely Canadian unions was also of great importance, and I should like to refer to the very valuable service rendered by Brother M. M. Maclean, who was then National Secretary-Treasurer of the Canadian Brotherhood of Railway Employees and Other Transport Workers, and who, since he entered the Department of Labour as Director of Industrial Relations, in August, 1942, has done extremely good work in that position."

Political Action

Describing the wartime and post war endeavours of the Congress in regard to such matters as price control, housing, employment, health insurance, a national labour code, and labour representation on government bodies, he said:—

"It is obvious that neither the Federal nor the majority of the Provincial Governments pay any respect to the representations of labour, because they do not regard labour as a potential political threat. Our weakness in Parliament and the Legislatures makes it impossible for us to exert adequate pressure on governments, and to obtain legislation which would be of benefit not merely to the workers, but to the public as a whole.

"It is essential, therefore, that we undertake the task of organization in the political field with as much energy and determination as we have shown in organizing our unions for economic action. . . .

"The time has come," he continued, "when we should give this question much greater attention and personal effort than we have shown in the past. We have been lukewarm and lackadaisical in our attitude toward politics, voting when we did vote without conviction and without definite

objectives. We have preferred the movies to political meetings, and, as individual members of Congress unions, we have refused to contribute toward the support of a political party, which our Congress has endorsed, even the price of a couple of movie tickets."

Reviewing the endorsement by the Congress of the CCF Party as the "political arm of labour," he said that it was "quite evident" that "the rank and file of our movement have not yet become firmly convinced of the necessity of voting for candidates endorsed by the Congress, and thus obtaining adequate representation in Parliament and the provincial legislatures."

Need for Labour Organization and Unity

Mr. Mosher also called on the delegates to increase their efforts to organize unorganized workers as a means of building up labour's strength.

"If workers who have gained improvements in wages and working conditions through organization are not willing to accept the responsibility of spending time and money for organizing purposes," he warned, "the labour movement will become smaller and weaker instead of developing into a powerful agency for democratic progress."

Mr. Mosher pointed to the need for unity among the various trade union centres as a further means of strengthening labour's position.

"The Congress has endeavoured to promote co-operation with the Trades and Labour Congress of Canada," he said, "and some progress has been made in this respect. It must be evident that the division of labour into two large national groups and into another important group, the Canadian and Catholic Confederation of Labour in the Province of Quebec, is detrimental to the best interests of the workers and the nation. Both within the Congress, therefore, and in its external relations, it is important that we should strive for a spirit of unity and goodwill."

The President made it clear, however, that there were limits to this drive towards unification of the labour movement.

"Our desire for unity," he declared, "great as it may be, does not require us to retain within our ranks or to co-operate with admitted enemies of our country and traitors to our nation, who have given themselves over body and soul to the totalitarian philosophy of Communism. The great majority of our affiliated and chartered unions and of the membership of these unions have been strongly opposed to Communism from the outset, and at our



Winnipeg Civic Auditorium was the site of the 10th Annual CCL Convention. Above, top: representatives of local chartered unions. Centre: the Auditorium's floor and platform. Bottom: a group from the United Automobile Workers.

Congress Conventions we have unhesitatingly condemned Communism and its supporters, because it was evident that their loyalty was to Soviet Russia rather than to Canada, and to a ruthless and unprincipled totalitarianism rather than to the principles of freedom and democracy. I believe that we should refuse to permit any Communist-dominated union to remain in the Congress and undermine its efforts to build up a responsible and democratic labour movement.

"A well-known proverb tells us, 'It's an ill wind that blows nobody good,' and while everyone, except the Communists, must regret the invasion of South Korea by Communist forces from North Korea, the ridiculous defence of this action by Communists the world over has demonstrated more clearly than ever before that they are willing to follow the Communist party-line, no matter how absurd or illogical it may be.

"The war in Korea has also served to unite the democratic nations more strongly than ever, and to show that the United Nations can, when necessary, become a powerful force to defend its members against aggression. We may take some satisfaction in the readiness with which Canada has answered the call of the United Nations, and I am sure that, as Canadian citizens, we wish our country to do everything possible, in co-operation with the other nations, to oppose Soviet imperialism wherever it may be found."

Desire for National Labour Legislation

Reiterating the desire of the Congress for the adoption of labour legislation on a national rather than a provincial basis, Mr. Mosher expressed the view that there would be "no difficulty whatever" in making any necessary constitutional amendments.

However, he asserted, "the fact is that there is a marked disinclination by the responsible authorities to attempt to introduce federal legislation or to take the necessary steps to obtain power to do so. The result is senseless lack of uniformity which understandably bewilders workers and unions, and adds nothing to the effective administration of labour legislation.

"Certain industries," Mr. Mosher continued, "have become so basic to the economy of the nation that it is ludicrous to continue any longer the present motley pattern of legislation on a sectionalized basis." In particular Mr. Mosher felt that the steel and packinghouse industries should be governed by national legislation.

The CCL President criticized the lack of uniformity in provincial legislation concern-

ing the check-off, and said it was "deplorable" that federal legislation did not make provision for it.

He characterized as "one of the most disturbing features in the administration of labour legislation in the last year" the action of the Labour Relations Board of British Columbia in "taking upon itself" the right to determine whether or not a particular trade union should have the authority, under its constitution, to organize employees in certain industries.

Mr. Mosher declared that "it is no part of the function of the Labour Relations Board to define the jurisdiction of trade unions. It is up to the employees to decide in which union they will belong. If there should appear to be any conflict as to which union enjoys the confidence of a unit of employees, the issue can, and should, in so far as the Labour Relations Board is concerned, be resolved through the ballot-box. In effect, the Board is substituting its opinion for that of the employees, and to the extent that it is doing this it represents an irresponsible usurpation of the right of the employees to decide which union will represent them."

Conciliation Board Procedure

Mr. Mosher urged the need for overhauling the present conciliation procedure used to deal with industrial disputes.

"At the present time," he said, "all labour legislation provides that, in the event of an industrial dispute, the matters at issue between the parties may be referred to a Conciliation Board which reports its recommendation to the appropriate Minister of Labour. Undoubtedly, some more effective machinery must be found for the purpose of reconciling differences between employers and workers. Reports issued by certain Conciliation Boards in recent months in industrial disputes which are of vital importance to the public have shown an almost reckless disregard for factual accuracy, and have had consequences which have defeated the very purpose for which Conciliation Boards are established. Some recent Board reports have actually resulted in a worsening of labour-management relations. In some cases, decisions are made on considerations of expediency rather than of sound principles.

"It may be that the answer lies partly in developing panels of trained and experienced men and women, representing the points of view of labour, management, and the general public, to serve on Conciliation Boards. This might lead to greater consistency and stability. The Congress is giving the problem of Conciliation Boards careful consideration, and we hope soon to

be able to offer suggestions to the legislative authorities so that their work may become more effective and useful. This would be in the interests of all parties concerned, including the public."

Objectives of Labour

Mr. Mosher went on to stress the need for "a sound and adequate program of social security for the Canadian people."

Specifically he called for old age pensions providing a "decent standard of living" without a means test, higher unemployment insurance benefits and "fewer restrictions on the right to get them," a national health insurance scheme, and disability benefits to cover loss of earning power through illness or accident. "And basic to all of this, labour wants the Government to make full employment a permanent feature of our economy."

Mr. Mosher added that "Canadian workers do not expect to get anything for nothing. . . . Just as they pay their full share toward their own unemployment insurance benefits, and, through taxation, for what little other social security legislation there is, so they are prepared to pay their just share of any additional measures that may be introduced," he declared.

He insisted that "social security will not bankrupt Canada," but rather "will strengthen it. . . . It will, in the words of Lord Beveridge, 'free us once and for all of the scandal of physical want for which there is no economic or moral justification.'"

Mr. Mosher directed special attention to the work of the Congress in the fields of research, education and public relations, where, he said, the Congress had made a great contribution toward the progress of the Canadian labour movement.

In concluding his address he told his audience that the labour movement, although "a human institution and therefore fallible in its judgment and its conduct" was "nevertheless one of the great constructive elements in the modern industrial world. We may, I think, take proper pride in being associated with the labour movement and with the Canadian Congress of Labour. Its success represents the collective efforts of its membership from coast to coast, and there is no reason why it should not continue to be a powerful factor in the fight for freedom, security, and the utmost human well-being. Let us on this tenth anniversary rededicate ourselves to the task of carrying out the program of the Congress in raising our standards of living, and making life richer and more abundant for the people of Canada and of the world."

Expulsion of the United Electrical Workers

On the afternoon of the first day of the Convention, the delegates dealt with an appeal from the United Electrical, Radio and Machine Workers of America, District Five, against its suspension by the CCL Executive in December, 1949.

The suspension of the UE was described as follows in the printed Report of the Executive Council, which had been distributed to the delegates:—

In December, 1949, the Executive Council, by a mail vote, as provided by Article 6, Section 10, of the Congress Constitution, decided to suspend the affiliation of the United Electrical, Radio and Machine Workers, with effect from December 1, 1949, on account of being in arrears of per capita tax for a period of three months. This action was taken in accordance with Article 3, Section 9 of the Congress Constitution.

The appeal, a 34-page mimeographed document, was also distributed to the delegates, and was read by George T. Aldridge, President of UE Local 521.

It charged that the matter of alleged arrears of per capita tax had "little if anything" to do with the "real reasons" for the suspension of the UE.

These reasons, the appeal continued, "lie in the position taken by this union on questions of policy at previous CCL conventions, and meetings of the Executive Council. On some fundamental policy questions, particularly the deficiencies of Congress leadership in promoting a unified fight for our wage needs and the political action position of the Congress, the UE with other CCL unions found itself in sharp disagreement with the Congress officers and we carried forward a consistent fight within the Congress in support of our point of view."

The appeal, went on to say that the Congress officers needed an excuse for suspending the UE "because they wished to apply in Canada the action of the CIO Convention which expelled UE from CIO in the United States. They wished to make room for the new paper organization which CIO handed to James B. Carey . . . the International Union of Electrical, Radio and Machine Workers (IUE).

"They, the Congress officers, desired to clothe this paper organization with Congress affiliation so that it could proceed apace with its main purpose . . . disorganizing the organized workers in the electrical and machine industry through disruption and raiding. Affiliation of IUE was designed to legitimize the illegitimate, employer-encouraged practice of raiding.

"To accomplish this purpose the Congress officers had to get rid of UE," the appeal continued. It then went on to charge that the Executive had given a false interpretation of the Congress Constitution governing per capita payments. Admitting that "inadvertently" per capita cheques for two months had not been forwarded to the CCL, the appeal said that these were subsequently remitted before the date when the UE became constitutionally subject to suspension.

Having presented these arguments in its first few pages, the appeal then went on to attack the CCL and various of its officers and affiliates for "red-baiting," "raiding," "splitting the labour movement," "stifling criticism," "accepting political domination," etc.

It proceeded to set forth the policies supported by the UE in regard to wages and the "speed-up." It attacked the Marshall Plan. It asserted that "powerful forces in the American Government" were determined that "there will be, in fact must be war." It charged that, "using the war program of the Government as a shield, big business has launched a many-sided offensive against the people." It criticized the acceptance by labour leaders of the Government's "strike-breaking" legislation in the recent railway strike.

Following all this, the document closed with an appeal for unity of the working classes.

Secretary-Treasurer Pat Conroy spoke in reply to the appeal of the United Electrical Workers.

Dealing with the failure of the UE to pay its per capita tax, he said that this was not due to carelessness or accident. For two years it had been an open question among Communist Party strategists as to whether to set up a new central labour body composed of Communist-dominated unions. This was the reason the dues had been withheld. The same situation had applied in the United States, where the UE had withdrawn its affiliation from the CIO just prior to the November, 1949, Convention, rather than face the issue of non-payment of dues.

Mr. Conroy scoffed at the union as "wearing a halo of virtue round its head while all other unions are black with sin," and pretending that only one organization—the UE—could rescue the Congress.

Pointing to the benefits that had been won for Canadian workers by the leaders criticized by the UE, Mr. Conroy said it was not they but the UE that had "sold the workers down the river." He characterized a recent settlement reached by the UE with Canadian General Electric as

"about the worst contract negotiated in Canada in the last twelve months." Meanwhile, he said, the IUE, the "so-called paper organization," had reached much better settlements at different plants of the same firm.

The UE had criticized the Congress for its political affiliation, but "the brief does not tell you that every staff officer in the UE is a prisoner, slave and complete vassal of the Communist Party in the United States and Canada."

He said there was a hearty welcome for the rank and file of UE members in the ranks of the Congress-supported IUE, but he called on the delegates to dismiss the appeal and to tell UE leaders there was no room for them in the Canadian labour movement.

President Mosher ruled that in accordance with previously established Congress procedure an appeal against a suspension was not debatable. He therefore did not permit further discussion. Congress Vice-President C. H. Millard then moved that the Convention reject the appeal of the UE, and expel it unconditionally from the Congress.

A point of order was raised from the floor that this, as a new motion, should be debatable. Amidst considerable shouting from some parts of the hall, the chairman ruled that the point was not well taken. Since the question was still on an appeal. The question, being put, was carried by an overwhelming majority; and the Convention proceeded to its next item of business.

The next morning, Mr. Mosher explained his ruling further. He said that Mr. Millard's motion had the same sense as the question on the appeal he had been about to put to the delegates. He had therefore allowed a vote to be taken on it in this form, but since it was still a question on an appeal he had not permitted a debate.

He referred to the time that had been spent at previous Conventions in debating issues on which a great majority of the delegates had made up their minds.

"I'm not trying to be a dictator," he said, "but the time has come when 95 per cent of the delegates at this Convention are not going to have their minds diverted by a small minority who want to kick up a racket."

Report of Executive Council

The Report of the Executive Council, read to the delegates by Pat Conroy, comprised a record of the past year's activities.

In addition to the suspension of the UE the Report dealt with: the transfer of

jurisdiction formerly held by the International Union of Mine, Mill and Smelter Workers to the United Steel Workers of America; the Congress submission to the Supreme Court of Canada in connection with rent control; establishment of a political action fund; presentation of the annual memorandum to the Government on March 31; public statement on control of atomic energy; Executive meeting of the International Confederation of Free Trade Unions; joint statement with the Trades and Labour Congress of Canada on the Korean situation; service to Congress affiliates; and statements issued jointly with other labour bodies supporting the railway unions and opposing compulsory arbitration of labour disputes.

Charters had been granted to 20 local unions during the year and to 3 labour councils. On August 1, 1950, the Congress comprised six provincial federations, 35 labour councils, 28 international and national unions, and 177 local chartered unions. The membership of the Congress was approximately 350,000. National and international unions affiliated with the Congress had a total of 963 locals.

Appended to the Report of the Executive were reports outlining the activities of the CCL Research and Publicity departments and of the Education and Political Action Committees.

Delegates were presented with a 24-page financial statement, showing the receipts and expenditures of the Congress, and the assets and liabilities at May 31, 1950.

Receipts for the 11-month period ending at that date totalled \$333,083.41, while expenditures were \$339,260.90.

Following their consideration by a Convention Committee, and debate on the Convention floor, the Officers' Reports were approved by the delegates.

During the course of the debate, J. E. McGuire, Secretary, Canadian Brotherhood of Railway Employees, made reference to the recent railway strike. Answering a delegate who had criticized the manner in which the railway strike was brought to an end, Mr. McGuire pointed out that a stage had been reached when Parliament "had to take some definite action." It was significant, he said, that all political parties had expressed opposition to compulsory arbitration "as a permanent feature." The legislation was not all the labour unions had hoped for, but it was a start in the right direction, and had broken down the resistance of railway management. He reminded the delegates that it had been the custom in the railway industry for 30 years to submit disputes to arbitration under the Boards of Adjustment procedures.

Racial Tolerance

In presenting the Report of the National Committee for Racial Tolerance to the Convention, Pat Conroy specially commended it to their attention.

The Report reviewed the efforts of the Congress to have legislation enacted to prevent discrimination on account of race, creed and colour, and to have a Bill of Rights incorporated in the Canadian Constitution.

The Report cited incidents such as a referendum at Dresden, Ont., infringing on the rights of Negroes, and outbreaks of violence against religious minorities in three Quebec towns, as proving the need "for more educational efforts on our part and for the enactment of necessary laws."

On the other hand the Report noted a pronounced trend during the year towards greater understanding of the rights of all racial and religious groups. A number of Ontario municipalities, including Toronto, passed by-laws rendering business licences void when the licensee discriminates against any customer on account of race, colour or creed. The Legislatures of Ontario and Manitoba prohibited the insertion of restrictive covenants in deeds or property leases. (Saskatchewan had previously passed such legislation.) Fair employment practices bills were introduced in the Ontario Legislature by members representing all political parties. The Senate Committee on Human Rights and Fundamental Freedoms recommended the drafting of a Bill of Rights, and, as an interim measure, the adoption by Parliament of a Declaration of Human Rights. The Report commended all these developments.

According to the Report, much of the work of the Committee during the past year was done in co-operation with local labour committees to combat racial intolerance, the CCL Committee on Education, and various affiliated unions. In particular the Report congratulated the United Automobile Workers for "its splendid work in promoting better race relations among its members." Pamphlets, radio broadcasts, films and conferences helped in furthering racial and religious tolerance across Canada.

The Report concluded with a statement that in the present critical times it was particularly important to "give to every Canadian, regardless of his race, religion or national origin, a sense of belonging to a great democratic family with a strong democratic tradition and heritage."

The Committee's chairman was R. J. Lamoureux, United Steelworkers of America, Montreal, and its membership included representatives of several other Congress affiliates.

Two resolutions adopted unanimously by the Convention expressed the view of the delegates in regard to the subjects covered in the Committee's Report.

The first commended the CCL Executive and the National Committee on Racial Tolerance for "the effective educational and legislative efforts to promote understanding between all groups of the Canadian population and to minimize and ultimately eliminate racial and religious discrimination."

The second reiterated requests made in previous years to both Federal and Provincial Governments to pass legislation requiring employers to "hire individuals and deal with them as employees, without discrimination as to race, colour, creed or birth-place."

A third resolution, which had not been dealt with at the time the Convention adjourned, re-endorsed the need of a Bill of Rights.

Declaration of Positive Economic Philosophy

On the second morning of the Convention the delegates took action of considerable significance when they adopted by a very large majority a "Declaration of Positive Economic Philosophy."

The Canadian Congress of Labour has in recent years repeatedly expressed its opposition to Communism. The "Declaration" is an attempt to go beyond this opposition and to formulate goals which the Canadian people and the labour movement might reach by democratic methods. It sets forth the need to fight Communism by positive methods—to "secure the material welfare of the people," and by doing so "provide them with a moral purpose" with which to arm themselves against Communism.

"Basically," the document states, "there are in the world today two great forces—one, the forces of dictatorship, represented chiefly by Communism, and the other, the forces of Democracy. These two forces are engaged in a life-and-death struggle. Communism is challenging the whole of the civilized world—its one aim is directed to securing domination of all nations.

"Regardless of the theories of Communism," the Declaration continues, "in practice it has become the greatest tyranny the world has ever known."

But, the Declaration goes on to show, in areas where "hundreds of millions" of people "have been exploited, degraded, reduced to a sub-human status," where, in short, capitalism has "failed miserably," Communism has succeeded in bringing its message.

"Is our world meeting this challenge?" the document asks. "The answer is no!

In the main, the people are confused and leaderless on this issue. Narrow and selfish thinking, or 'Business as usual,' takes the place of basic and necessary policies. The evidence of this is everywhere. Our leading institutions—capital, industrial and financial—and for the most part, our daily newspapers, reflect this confusion. Whether they do not understand the nature of the challenge, or their economic interests prevent them from desiring to understand its nature, is a question for their conscience. They want to liquidate Communism, and yet to continue exploiting the mass of the people. In short, they want to have their cake and eat it too. It just cannot be done.

"In other fields of thinking, various cures are prescribed to meet the challenge. One school holds that military defence is sufficient. Another holds that if people stop sinning, Communism will wither away. Yet another believes that if enough attention is given to material things—a higher standard of living—military defence by our world is unnecessary, despite the mighty armaments and poisonous Fifth Columns of the Communist world.

"We believe that none of these prescribed cures is enough in itself. They must be made to fit together into a co-ordinated weapon of material, military and moral might, if the peoples of the world are to be sufficiently armed to meet the greatest menace of our time.

"The first prerequisite in fighting this dictatorial tyranny is a concentrated dedication to the material well-being of our own and all other people. We must nail on our masthead the slogan: 'For the needy instead of the greedy.'"

The Declaration then goes on to stress the need for raising living standards in backward countries as well as in Canada.

"In the moral field the life of the average man and woman has little or no meaning. If it has to have a meaning, if it must have a purpose in terms of human survival, satisfying the needs of the people in all of the fields mentioned must be the primary objective of our country and all other countries as well. . . .

"This is the fight that must be fought. Secure the material welfare of the people, and by doing so, provide them with a moral purpose to fight and live. Having once possessed such moral purpose, the people will arm themselves militarily and every other way to bring into being not merely a world that has conquered the brutal menace of Communism, but a world that is the rightful heritage of every man, woman and child."

Opening the debate on the adoption of the Declaration, Pat Conroy stressed the

need of giving the people strength to "stand up and fight for a life that's worth living" if the world is to belong to "dignity, decency and freedom."

Among the other speakers who supported the declaration were Elroy Robson, Canadian Brotherhood of Railway Employees, Reg. Gardiner, United Steelworkers, John Whitehouse, Textile Workers, Robert Livett, United Mine Workers, Louis Palermo, Amalgamated Clothing Workers, and Sam Baron, Textile Workers.

Mr. Whitehouse cited the loss of freedom by Czech trade unionists as a result of Communist action. Mr. Palermo said the Congress was taking a position that was "long overdue." Mr. Baron, after castigating the "Genghis Khan mentality" of the Communists in the Kremlin, described the Declaration as saying to the "economic Maginot Line of capitalist mentality" that unless social evils are remedied "Communism will succeed." He said the Congress was neither in the camp of Communism nor of capitalism, but that it stood for economic justice in the face of both systems.

Opposing the resolution were John Kurchack, United Automobile Workers, Toronto, Fred Jackson, International Longshoremen, New Westminster, and Robert Haddow, International Fur and Leather Workers. Mr. Kurchack charged that anti-Communists were also anti-labour, and objected to the support given to dictators in Spain and Asia. Mr. Jackson "rejected" that part of the Declaration which attacked Communism, but supported the rest of it. Mr. Haddow opposed the Declaration as "taking the labour movement into the camp of the war mongers."

Following a motion from the floor "that the question be now put," which was adopted by a large majority, the Declaration itself was overwhelmingly approved. Mr. Mosher then ruled out of order a delegate who still wanted to speak on the Declaration, stating that "ninety-five per cent of the delegates wanted the question put," and that he was "not going to let business be held up by the remaining five per cent."

Resolutions Committee

In accordance with custom, the first resolution put before the delegates by the Resolutions Committee (Chairman, Harry Chappell, CBRE) was that the Convention observe one minute's silence in tribute to members of the Allied Forces who died in World Wars I and II. To this resolution was added a reference to those who died in the Korean conflict.

After the delegates had performed this ceremony, Robert Livett, United Mine

Workers, moved that silence be observed for coal miners who had died in the British mine disaster the previous day; and this also was done.

Price and Wage Policy

The Convention then dealt with two resolutions setting forth Congress policy on wages and prices in the light of the Korean war.

The prices resolution was adopted as a substitute for a considerable number of resolutions which had been submitted in advance of the Convention by various Congress affiliates.

Approved unanimously, it was as follows:—

Whereas our country is now engaged in military conflict, and every indication points to vast expenditures for military equipment, which will entail increased taxes for the Canadian people; and

Whereas since the start of the Korean war, prices have risen alarmingly, with no apparent necessity, with business again taking advantage of war to increase profits. Correspondingly, the living standards of the Canadian people are declining, and unless prompt action is taken, many of our people will be living under increased hardships;

Be it therefore resolved that this Congress go on record as re-affirming its determination to do all possible to have the necessary Federal legislation put into effect which would roll back prices to the June 1, 1950 level, and maintain prices at which every Canadian worker will be assured of a healthy and decent standard of living.

The wages resolution also called attention to the Korean situation. Charging that "profiteers in Canada" had used the war as an excuse to raise prices, thus causing suffering to workers, it urged all affiliated unions of the Congress to "give consideration to the formulation of an effective wage policy designed to meet this increasing cost of living."

A reply to two delegates from the Fur and Leather Workers' union who called for a "revitalizing" of the Congress Wage Co-ordinating Committee, was given by George Burt, Regional Director, United Automobile Workers. He pointed to the difficulty of co-ordinating a wage drive, and suggested that it was up to the various locals to seek higher wages. "Brothers," he said, "the money is there—go after it!"

Housing and Rent Control

The Convention spent almost an entire morning in a debate on housing. It was apparent that many of those who spoke felt keenly on this subject; and numerous instances were cited of the difficulties in obtaining adequate accommodation and of the high cost of homes and rentals.

President Mosher, Secretary-Treasurer Conroy, and Vice-President Millard were among those who participated in the discussion.

The resolution which had been introduced by the Resolutions Committee was twice referred back before the delegates were satisfied that it was sufficiently strongly worded. It was finally adopted by a unanimous standing vote.

One delegate urged that "if we can get money for war we can get it to build homes for everyone." Another declared that houses at eight or nine thousand dollars were beyond the reach of the average working man.

Pat Conroy cited the need for housing as an inherent part of the Positive Economic Philosophy adopted by the Convention on the previous day. He said that the high price of homes was causing "mass frustration in the minds of thousands of families whose basic idea was to own their own homes." Homes were necessary to give these families a stake and investment in civilization. He called on the Government to tackle the situation as a mass problem to be handled on a mass basis.

Mr. Millard attacked the "propaganda" that high costs were mainly the result of the cost of labour or materials. He emphasized instead the high cost of financing homes. This was a "lucrative field" in which families were being "held in bondage for years to come." He stressed the need of providing a "positive answer" to both Communism and capitalism, and urged political action to obtain the desired results.

Mr. Mosher also stressed the relationship between housing and a "positive economic philosophy." There was no lack of land, material or competent help, he said, but rather of a will to see that houses were built.

Another delegate suggested direct action not only through the ballot box but through a nation-wide strike, and hastened to add: "I'm not a Communist."

As finally approved by the delegates, the housing resolution was as follows:—

Whereas The Canadian Congress of Labour has repeatedly stressed the need for an adequate national housing program, and has persistently and strongly criticized the Government for its inadequate housing plans, and has urged upon the Government that the resources of the country be so utilized as to enable a proper low-rental housing program to be started immediately which would provide construction of housing units at a rate which would reduce to a minimum the alarming number of Canadian families affected by this serious housing shortage;

Therefore be it resolved that inasmuch as no such program has yet been started,

and in the meantime the situation has deteriorated rather than improved, this Convention of the Canadian Congress of Labour again condemns the inactivity of the Government in this respect, and instructs the incoming Executive to continue and expand its efforts to have this essential program instituted; and

Be it further resolved that we also urge upon the Government that it immediately investigate, and, if necessary, act upon the alleged inequalities and discrimination in the pricing, distribution and allocation of essential building materials;

And be it further resolved, that we demand of the Government that they should promptly institute a program designed to provide adequate, properly constructed, low-priced homes that may be purchased under reasonable terms within the reach of the lower income groups. In the carrying out of this program we further demand that the Government take the necessary action to remove the building and furnishing of homes from the realm of finance companies and private property;

And be it further resolved that we urge the incoming Executive Council to rally our membership to implement this resolution with every resource, political or otherwise, at its command to the end that all legislators, provincial or federal, will be conscious of the voice of the people and will give us legislation that will wipe out the shameful lack of decent housing in Canada.

In a second resolution the delegates called on the Government to "reverse its decision to abolish rent control" until "every Canadian is properly housed," and to enact legislation "protecting tenants against evictions under unjustifiable conditions."

Still another resolution requested the Federal and Provincial Governments to "take the necessary action to assure Canadians of good lumber at fair prices."

United Nations Action in Korea

As has been the case at recent Conventions, the debate on international affairs provided one of the major occasions for expression of the overwhelmingly anti-Communist sentiment of the Canadian Congress of Labour.

About a dozen resolutions had been submitted by affiliated unions in advance of the Convention. Several of these followed the Communist line by calling on the Convention to "deplore the decision of the Federal Government to involve our country by the sending of ships, aircraft and troops to the civil war in Korea;" and to "endorse the Stockholm appeal being circulated by the Canadian Peace Congress."

The Resolutions Committee recommended non-concurrence in these resolutions, and the adoption of a substitute resolution which incorporated the viewpoint of the



CCL EXECUTIVE, 1950-51

Front row: Freeman Jenkins, Fred Dowling, Alex McAuslane, President A. R. Mosher, C. H. Millard, Pat Conroy, J. E. McGuire. Back row: Sam Baron, H. Chappell, Wm. Robitaille, Stewart Alsbury, George Burt, Silby Barrett.

other proposals. The substitute resolution called on the Convention to give "unqualified support" to the action taken by the United Nations in Korea, and to "endorse and approve" the joint statement on Korea issued in August, 1950, jointly by Percy R. Bengough, President of the Trades and Labour Congress, and CCL President A. R. Mosher.

By adopting this resolution the Convention expressed its desire for peace; its determination to resist aggression; its opposition to "the phoney Stockholm Peace Pledge" and similar "ban the A-bomb" resolutions aimed at "keeping us disarmed and leaving Soviet Russia free to move in on any country whenever it suits their purpose;" and finally its firm conviction that the United Nations action was "designed to restore peace in Korea and uphold the dignity and authority of international law in the settlement of disputes between the countries of the world."

Opposing this resolution, William Stewart, Marine Workers' and Boilermakers' Union, Vancouver, said that there had been no aggression by the North Koreans; but that the Koreans were merely working out their

own destiny in accordance with the principle of self-determination of nations; he urged that Canada should keep out of the conflict.

On the other hand George Banks, CBRE, Moncton, said that "the first fellow that crowd's another fellow's doorstep" was undoubtedly an aggressor; while Morris Rabinovitch, Amalgamated Clothing Workers, Montreal, denied that the North Koreans were following the principle of self-determination since they were following a line dictated by an outside power, namely the Soviet Union.

Robert Haddow, International Fur and Leather Workers, criticized the government of South Korea, and said that even if the North Koreans had invaded South Korea, this action was justified by the right of the Korean people as a whole to settle their own affairs. He charged that Canada was following United States policy in bolstering up reactionary governments in Asia in defence of the millions invested by Wall Street.

In reply to this, Larry Sefton, Steelworkers, declared: "The Governments in some countries may not be all I'd like to

see, but at least they're open to investigation and the force of world opinion." On the other hand North Korea had closed its borders to investigation by the United Nations; and to find out what was going on "we have to accept the word of the Canadian Tribune and Brother Haddow. We refuse to take their word," he said.

In Korea, he continued, the United Nations had matched force with force "and I see by the papers it's working out very well."

Pat Conroy discussed the resolution in terms of the history of the trade union movement. For almost thirty years, he said, the Communists had been caucusing, bulldozing and threatening in an effort to drive the free trade unions to cover so that they could take control.

"We in the Canadian trade union movement," he declared, "are serving notice that the Russian holiday of the last generation has now officially come to an end." He reminded the delegates that in 1940-41 the Communists "were asking us to sign peace pledges for a negotiated peace with the Nazis."

"My friends in the Communist Party," he cried, "and you woolly-headed fellow-travellers, you've come to a halt. This resolution recognizes the thinking of the working people in Canada."

J. Orem, Local 200, UAW, said he was against any form of dictatorship, whether it was Fascism, Communism or Capitalism. But under capitalism the labour movement could make progress and improve its conditions, whereas to adopt Communism would merely be to "change one boss for another," with the disadvantage that "there's no grievance procedure under Communism." He warned the delegates to fight Communism by democratic means, saying that "if you depart from these methods you play their game."

When the question was put to a vote, the resolution was adopted by the overwhelming majority which characterized all decisions on issues opposed to Communism.

Address by Minister of Labour

The Hon. Milton F. Gregg, Minister of Labour, making his first appearance at a CCL Convention, addressed the delegates at the Convention banquet.

He was introduced by Secretary-Treasurer Pat Conroy, who paid tribute to Mr. Gregg's services to his country in war and peace.

The Minister of Labour dealt mainly in his address with ways and means of achieving social objectives in Canada.

"We have got past believing that poverty can be eliminated by the stroke of a pen, or even by Act of Parliament," Mr. Gregg declared. "Our gains of the past fifty years have pointed the way by which future progress can be achieved."

"The great social projects of our time have to be made economically possible through the productivity of our people. They have also to be made politically possible through the persuasion of the majority, including if possible a majority of those most directly affected."

"There are no short-cuts."

"One way of looking at Communism," the Minister continued, "is to consider it as an attempt at a shortcut—an attempt to achieve progress without regard for its two essential factors; productivity and persuasion."

"Any progress that may be achieved in this way is at the expense of every fundamental human decency we cherish," Mr. Gregg warned. "For the absence of democratic persuasion means dictatorship. And the continued existence of a dictatorship is impossible without the repression, the tortures, the liquidations, that totalitarian rulers employ on any who dare to question their system. . . ."

"To combat this evil we are being forced to recognize the causes from which it springs, and to take a critical look at the values for which we stand."

"Communism has done this for us—it has put us all inevitably on the side of social progress. It has challenged us to keep democracy working at the best level of efficiency we can muster. It is thus succeeding, against its will, in stimulating a unity of purpose that could scarcely otherwise have been achieved among all classes of people in the democracies."

"For the basic hopeful fact of our economy today is that progress is being made at a faster rate than ever before in our history. . . ."

"The history of the past half century shows the extent we have moved towards closing the gap between rich and poor, towards destroying social barriers, towards providing equality of opportunity for all young persons. The trade union movement can claim credit for helping in these gains as well as in securing for workers a fair return for their toil."

"No one pretends we have reached the millenium. But the direction in which we are moving is plain to all."

"And as for the great social objectives of the present time—continued full employment, old age security, better health services, shorter working hours, higher general prosperity for all—there is a greater measure

of agreement than ever before that they can and must be attained. Mr. President, there may be differences of opinion as to the timing of some of these things but as to principle your Federal Government has taken positive action on all of them and will not turn back.

"These important issues are all before the public today. They are discussed and studied in Parliament, by Joint Parliamentary Committees, next month by Federal-Provincial Conference, in the press and on the radio, and especially in assemblies like your own. Certainly there are differences of opinion, but these will be ironed out by methods consistent with our traditions of freedom. . . .

"Whatever difficulties exist, constitutional, administrative, financial or otherwise, are bound to yield to the determined aspirations of the Canadian people."

Mr. Gregg told of the efforts that were being made to preserve world peace, so that social objectives could be achieved. He spoke of the need to convince peoples in other lands of the benefits of democracy.

"In our country," he said, "we have confidence in our ability to make a better life for all our citizens. But in other areas of the world millions upon millions of people live in such extremes of poverty that they lack not only this confidence, but even hope itself.

"These millions, living in conditions of squalor, disease and misery, are ready victims for the Communist propaganda campaign that has already been launched."

The Minister then praised the United Nations Technical Assistance Program, and other activities designed to bring help to underdeveloped countries.

In the course of his speech, Mr. Gregg also paid tribute to the memory of two of his predecessors in office, the late W. L. Mackenzie King, and the late Humphrey Mitchell.

He also congratulated the Congress on being "one of the first groups in Canada to sense the nature of the latest menace to world peace. In acting decisively—as you have done in the past years—to rid yourselves of disruptive elements within your midst you acted primarily to strengthen yourselves that you might better achieve the purposes of the labour movement," Mr. Gregg said. "But in so doing you also won the respect of the Canadian public, and laid the basis for a kinship of national spirit that will be of the utmost value to Canada in the difficult months ahead."

Labour Unity

A resolution on labour unity, submitted to the Convention by the Executive Council, was characterized by CCL Vice-President C. H. Millard as of "outstanding" importance, and one that "will someday be regarded as historic."

The resolution called for the establishment of a joint national council on which all *bona fide* trade union groups would have representation, in order to formulate common policies in the interests of the whole trade union movement.

Mr. Millard said that the introduction of such a resolution followed naturally from the co-operative efforts of labour bodies in the recent railway strike.

Noting that it did not recommend organic unity of the various trade union organizations at this stage, Mr. Millard said: "It is my view and that of the Executive that if we first achieve unity of purpose, organic unity will follow." He urged the delegates, by adopting the motion unanimously, to "let other labour bodies know that we stand ready, willing and anxious to meet them on all matters of common concern to the people of Canada."

Approved unanimously by the Convention, the resolution was as follows:—

Whereas the recent strike of railway workers throughout Canada has demonstrated that trade unionists throughout Canada, regardless of their particular trade union affiliation, have common aims and objectives around which the whole Canadian trade union movement can rally, and

Whereas the joint actions of the railway unions in conducting their successful strike were supplemented by the joint, and successful actions of the major Canadian trade union centres, and

Whereas the successful outcome of such joint actions by all legitimate trade unionists throughout Canada points to the need for more co-operation and consultation between the several legitimate trade union groups:

Therefore be it resolved that this Convention go on record as supporting the early establishment of a joint national consultative and co-operative council which will provide an opportunity for all *bona fide* trade union groups in Canada to formulate common policies in the interests of the workers and the whole legitimate trade union movement.

Constitutional Change Providing for Expulsion of Communist Unions

A proposal for the addition of the following new section to the CCL Constitution was placed before the delegates by the Executive Council:—

The Executive Council shall have the authority to expel any union which, in

the opinion of the Council, is following the principles and policies of any Communist or Fascist organization, subject to appeal to the next Convention.

Defeat of this proposal was urged by W. Stewart, Vancouver, who claimed that it gave too much authority to the Executive and that it would "stifle all criticism."

The right to appeal to the next convention was "not good enough," said Mr. Stewart, pointing to the action of the Executive, after its suspension of the UE, in accepting a rival union in the electrical field of jurisdiction, and thus effectively ruling out any likelihood of reinstatement of the UE.

H. Bastable, Brotherhood of Express Employees, said that he was glad to see the UE out of the Congress but regretted the fact that debate on the expulsion had not been permitted. He asked that the proposed amendment be modified so as to permit debate at the next Convention on any expulsion.

William Mahoney, United Steelworkers, said that a few years ago he would have opposed a motion such as the present one. What convinced him of its necessity were the actions of the Communists themselves, whom he described as "union-breakers."

(Mr. Mahoney is credited with leading a campaign which freed the International Woodworkers of America, the Vancouver Labour Council, and the B.C. Federation of Labour from Communist domination in 1948.)

He urged the need of bringing workers misled by Communists back into the Congress.

On being put to a vote, the proposed constitutional amendment was adopted by a large majority.

Other Constitutional Amendments

At recent CCL Conventions there have been sharp debates on the issue of the representation and voting strength of Congress affiliates. At the 1949 Convention the United Automobile Workers charged that under the present system they were not getting representation at the Convention equivalent to their membership strength. Following the 1949 Convention a committee was set up by the Executive, consisting of C. H. Millard, Steelworkers, George Burt, UAW, and J. E. McGuire, CBRE, with instructions to make recommendations on this contentious question.

The committee recommended no change in the existing basis of representation at Conventions. However it proposed a change in the manner of taking a roll-call vote, designed to give delegates from large

locals the right to cast extra votes, proportionate to their membership, up to a maximum of five. This system would tend to equalize the voting strength between unions of approximately equal membership, of which one contained a large number of small locals, and the other a few large locals.

The amendment was adopted by the Convention without discussion. It provides as follows:—

In a roll-call vote, each delegate shall cast one vote for the first one hundred members or less in the local unit which the delegate represents, and one additional vote for each additional one hundred members or major fraction thereof, but no delegate shall have more than five votes, and no fraction of a vote may be cast.

There were no roll-call votes at the 1950 Convention.

The Convention also adopted amendments to increase the per capita tax payable to the Congress by affiliated unions.

National Labour Code

Numerous delegates took the microphone to support a resolution renewing the Congress' stand in favour of a "national labour code to cover every Canadian worker."

The resolution stated in its preamble that "the present set-up of provincial labour bodies conflicts in many ways with the rights of workers to organize," and that "too many technicalities can be and are translated in favour of unscrupulous employers."

George Burt criticized existing certification procedures, and said that they were operating in such a way as to hamper the organization of new unions. It was the opinion of the UAW, he said, that conciliation boards should be abolished in favour of some other conciliation machinery. The right to strike should not be postponed for so long a period.

Various speakers criticized the legislation or procedures of the provinces in which they resided, with the exception of delegates from Saskatchewan who extolled the legislation in their province. Support of the proposal for a national labour relations act appeared to be unanimous among the delegates.

Old Age Security

A resolution embodying the Congress stand on the problem of old age security brought forth strong support from a number of speakers, including one who, amid applause, stated his willingness to "participate in a general strike of several months" in support of the program.

Pat Conroy said the resolution involved "the end result of our civilization and what it stands for," and stressed its relationship to the Congress Declaration of a Positive Economic Philosophy.

The text of the resolution was as follows:—

Be it resolved that this 10th Convention of the Canadian Congress of Labour endorses the position of the Executive Council in the presentation made to the Parliamentary Committee on Old Age Pensions and further urges in the strongest terms the complete abolition of the means test as opposed to the halfway, hesitant changes in this respect proposed by the Parliamentary Committee. The Parliamentary Committee recommendation, by failing to provide for pensions without a means test at 65 years, rules out the benefits of supplementary pensions won through collective bargaining.

Be it further resolved that this Convention calls upon the Government of Canada to institute old age pensions of \$60 per month for all persons reaching 65 years. The Convention registers its unqualified opposition to any suggestion that such costs be met by a sales tax that would place the financial burden of increased pensions on the shoulders of low income families, already finding it virtually impossible to exist in the face of the unprecedented rise in the cost of living.

Be it further resolved that this Convention rejects the basis of argument that old age pension improvements be delayed because of the re-armament program. Improved social security must be regarded as a vital factor in the maintenance of our democracy and therefore one of its chief buttresses.

Be it further resolved that this Convention instruct its incoming Executive to take the steps deemed to be necessary to assure that the next Parliamentary Session acts on the question of Old Age Pensions changes.

Unemployment Insurance

The Convention Committee on Unemployment Insurance, whose chairman was George Burt, expressed "strong condemnation" of the haste with which amendments to the Unemployment Insurance Act were "hurried through Parliament last February without proper study by Members of Parliament, and without permitting an expression of views by organized labour." The Committee asserted in its report that the amendments imposed "further restrictions" on workers seeking benefit under the Act.

It advocated a series of amendments, to the Act or regulations, as follows:—

Elimination of a requirement imposed last February that unemployed workers show that a certain number of the basic 180 contributions have been made within a year or six months of the establishment of the benefit year;

Provision that workers who have not qualified for paid vacations but are nevertheless required to stay away from work

owing to a plant shutdown for vacation purposes, be made eligible for benefit;

Increase in benefit rates without any further increase in contributions;

Elimination of the 9-day waiting period, or reduction to 3 days;

Elimination of non-compensable days;

Elimination of seasonal regulations;

Elimination of section permitting the issuance of special regulations on married women;

Financing supplementary benefits out of the general revenue, rather than the unemployment insurance fund, and making the rate the same as that of normal benefit;

Extension of coverage, particularly as regards employees of non-profit-making hospitals and charitable institutions;

Extension of the Act to provide sickness disability insurance as well as unemployment insurance;

Amendment of regulations regarding the 5-day week so as to provide that an employee absent for one day will not be penalized an additional day's contribution;

Correction of the practice of invariably imposing the maximum penalty in any case of disqualification;

Budgeting for unemployment insurance on a relatively short-term financial basis rather than accumulating "huge reserves some of which may never be used."

Several delegates spoke in support of particular sections of the Committee's report, which was unanimously approved.

Union Label

Speaking in favour of a "union label" resolution, Harry Waisglass, Amalgamated Clothing Workers, called on the delegates to refuse to buy clothes that did not carry a union label. He described a campaign in one locality where every retailer but two had been persuaded to drop their lines of non-union clothes.

The resolution, which was carried unanimously, urged affiliates to set up union label committees in all localities to educate union members and the public generally to "demand the union label on all articles they purchase."

Education

The report of the Congress standing Committee on Education described a series of activities during 1949-50.

Chairman of the Committee was A. Andras, Assistant Research Director of the CCL.

Weekend institutes were held at a number of centres, and the Committee reported that such institutes have now been conducted in every province except Prince Edward Island and Newfoundland, with a total registration of about 800 students. Several universities co-operated in providing facilities for the institutes, which were administered by Howard Conquergood, United Steelworkers.

"Labour education," the Committee urged in its report, "is not a luxury. . . . It is an essential service which must accompany the organization and development of a strong, durable labour movement. The Committee's views are strengthened by the expressed policy of the International Confederation of Free Trade Unions 'to engage in and foster educational and publicity work with the object of increasing the knowledge and understanding of national and international problems confronting the workers which would enable them to make their struggle more efficacious.'"

The CCL Convention agreed with the Committee's views on labour education, and voted in favour of its proposal for the appointment of a full-time director of education with necessary staff, and for measures to finance the broadening of the educational program.

Report on Organization

Reporting for the Convention Committee on Organization, Alex McAuslane commended the co-ordinated effort that had gone into the drive to organize the T. Eaton Company, Toronto.

The report then said:—

"The Congress and its affiliates face this year the added organizational problem of bringing back into the legitimate labour movement those workers in the electrical and non-ferrous metal industries whose leaders have divided them from the rest of labour. The Committee is satisfied that the workers in these fields have the same basic loyalty to the free trade union movement as other Canadian workers have, and that their separation from the Canadian labour movement need only be temporary. This reorganizational job can only be accomplished if all sections of our Congress co-operate in the drive to provide for these workers their proper place in the industrial trade union movement. We suggest that all affiliates do everything in their power to assist the United Steelworkers of America and the International Union of Electrical, Radio and Machine Workers in their efforts to reclaim these fields for the Canadian labour movement."

The report also urged a redoubling of organizational efforts in the Province of Quebec. It called on affiliates to make contributions to the Congress for organizational purposes, pointing out that the initial work in poorly-organized fields had to come from the Congress.

Although certain supporters of the United Electrical Workers and the Mine, Mill and Smelter Workers criticized the report as condoning "raiding," it was approved by a heavy majority.

Publicity

Praise for the public relations work of the Congress during the past year was given by the Convention Publicity Committee.

"In our opinion," the Committee said in its report, "the general overall reporting of labour news by the press has been fair and much broader coverage has been given than a few years ago. The accuracy of the reporting is undoubtedly due to the fact that many daily papers have assigned reporters to the labour field; and that their familiarity with union activities has enabled them to do a more accurate job of reporting."

While recognizing the important role of the CBC in making all points of view available, the Committee said it was perturbed by a tendency to relegate to the background commentators with a pro-labour point of view. The Committee was convinced that this was due to pressure from anti-labour groups.

Finally the Committee said it was pleased to note that more and more of the working members of the press and radio were becoming members of the American Newspaper Guild.

Help to Congress Affiliates

The Convention listened with enthusiasm to a speech from Miss Eileen Tallman, of the Retail, Wholesale and Department Store Union, describing the progress of the organization campaign at the T. Eaton Company, Toronto.

Miss Tallman thanked the delegates for financial help extended in the past, and declared that the campaign was on the verge of success.

W. L. White, Marine Workers and Boilermakers' Industrial Union, Vancouver, described the litigation his union had engaged in with Myron Kuzych, who had been expelled from the union and ordered reinstated by the B.C. Supreme Court. Mr. White asked for financial help in two appeals arising out of the case, one to the Supreme Court of Canada, and the other to the Privy Council.*

The Congress also responded to a request for help from the Hamilton Civic Workers in connection with a recently-ended strike of municipal employees.

Finally, the Congress adopted an emergency resolution in connection with a strike of employees of the Aluminum Company of Canada at Etobicoke, calling on the Government to "investigate the monopoly

* Developments in this case have been reviewed from time to time in the Labour Gazette; see elsewhere in this issue (p. 1786).

aspects of this corporation in order to protect both Canadian taxpayers and Canadian workers in the present world emergency."

Other Resolutions

The CCL Convention adopted a number of other resolutions, which put the Congress on record as:—

Endorsing the Red Cross blood transfusion service, recommending establishment of labour-management blood donors' committees, and suggesting that organized labour be represented on the governing bodies of the Red Cross at all levels;

Calling on the Federal Government to "recognize and assume its administrative and financial responsibility" in preventing recurrence of floods in the Red River Valley;

Advocating that provincial governments include in the curricula of primary and secondary schools the teaching of citizenship;

Supporting Federal grants (in addition to those now being paid in technical education) to raise educational standards in all parts of Canada;

Calling for the institution of a Dominion Standards Division with authority to enforce quality standards and a uniform system of size descriptions in clothing;

Supporting the organized farmers of Canada in their efforts to achieve stability of farm income, and to institute among the nations a program for feeding the world;

Requesting that statutory holidays be celebrated on Mondays, with the exception of religious holidays;

Urging all provincial governments to enact legislation making it compulsory for all employers to pay their employees for all statutory holidays;

Asking the Federal Government to appoint a committee to study the impact on the economy of the policy of industry not to hire workers over 40, and to provide legislation to "alleviate the adverse effects of this unfair labour practice;"

Calling on the Government to announce a permanent subvention policy so as to enable Western coal to be transported at a low enough cost to compete successfully in Ontario;

Commending the CBC for its "fine public service to the people of Canada," insisting that it be protected against commercial interests, and urging it to "continue and further develop its programs dealing with the problems of organized labour and the need for harmonious relationship between all groups of Canadian people;"

Requesting the National Film Board to produce films reflecting the "ideals and aspirations of the labour movement," and also films exposing the dangers of racial and religious intolerance and discrimination;

Supporting the establishment of film councils;

Concurring in principle with the idea of sponsoring the immigration of doctors and surgeons from European refugee camps, and recommending to affiliated unions that they study this matter with a view to developing the idea;

Urging the Federal Government to exempt union dues, medical costs, and transportation costs to and from work, for income tax purposes;

Advocating income tax exemptions of \$2,500 for married men, \$1,500 for single men, and \$500 for each child; with the proviso that further exemptions should be sought if living costs are not held down;

Calling on the Federal Government to enact a national health insurance scheme, to provide free medical, surgical, optical, dental and hospital treatment.

Among the resolutions which had not been dealt with at the adjournment of the Convention, and which were referred to the incoming Executive, were a number dealing with minimum wage rates, use of injunctions in labour disputes, 40-hour week, collective bargaining of Government employees, amendment of BNA Act, equal pay for male and female workers, co-operative movement, immigration, atom bombs, and Bill of Rights.

Political Action

The Congress adjourned without reaching on its agenda the customary resolution endorsing its political action program.

However the emphasis given by Mr. Mosher in his presidential address to the need for political action by labour was echoed by a number of delegates during subsequent discussions. Debate on such matters as housing, old age security and labour relations legislation gave occasion to various speakers to advocate direct political action by labour as a prerequisite to the obtaining of favourable labour legislation.

The report of the Congress' standing Political Action Committee described meetings held during the year and advocated the appointment of full-time personnel.

Other Speakers and Messages

At the opening of the Convention and at the beginning of each day's proceedings, the delegates listened to addresses and took part in devotional exercises conducted by the following religious leaders: Reverend J. D. Richard, representing His Excellency, the Most Reverend George D. Cabana, Archbishop of St. Boniface; Reverend Douglas D. Sparling, Minister of Fort Garry United Church, Winnipeg; Reverend Gerald Burch, Rector of St. Luke's Anglican Church, Winnipeg; Rabbi Milton Arey of the Shaarey Zedek Synagogue, Winnipeg; and the Very Reverend Gordon Maclean, Minister of the Presbyterian Church, Winnipeg.

The Hon. Paul Martin, Minister of National Health and Welfare, sent a message regretting that his attendance at the Dominion-Provincial Constitutional

Conference prevented him from attending the CCL meeting, and extending best wishes to all delegates for a successful Convention.

A telegram was read to the delegates from the Canadian and Catholic Confederation of Labour, saying that the message of greeting sent by the Congress to the CCCL Convention had been received with enthusiasm, and expressing best wishes for the success of the Congress Convention.

Joe Bierne, International President, Communication Workers of America, and Vice-President of the CIO, brought to the Convention the personal greetings of CIO President Philip Murray.

In introducing Mr. Bierne to the delegates, Pat Conroy said that he had built one of the mightiest unions in the USA, and was now proposing to bring it to Canada, to "introduce social justice to the telephone workers here." Mr. Bierne was thereupon accorded a standing ovation by the delegates.

In the course of his speech, he declared that the CIO by a process of democratic trials, had cleaned itself since its last Convention, of Communist unions and that at the next CIO Convention no Communist delegate would be seated.

Expressing his approval of the Declaration of a Positive Economic Philosophy adopted by the delegates, he promised that it would become part of the policy of the Communication Workers, if not of the whole CIO.

He described the CIO's efforts, to "drain off every single cent of excess profits,"

leaving only a fair profit to business, as a means of combating inflation during the Korean crisis.

Greetings from the labour movement in Israel were brought to the delegates by Hy Reiff, Amalgamated Clothing Workers, who had recently returned from a visit to that country.

A. R. Kinstley, Vice-President of the Oil Workers' International Union, also addressed the Convention.

A National Film Board production, "Local 100," was screened during the course of the Convention, and was well received by the delegates. President Mosher characterized it as an "excellent film" and hoped that among those who saw it in the future would be many of those workers who "have not yet realized the necessity of getting into the trade union movement."

Elections

The annual election of officers resulted in the return of A. R. Mosher as President, Pat Conroy as Secretary-Treasurer; and Alex McAuslane; C. H. Millard and Sol Spivak as Vice-Presidents.

As members of the Executive Board, the Convention elected William Robitaille, Canadian Brotherhood of Municipal Employees; George Burt, UAW; Fred Dowling, United Packinghouse Workers; Silby Barrett, District 50, United Mine Workers; H. Chappell, CBRE; J. E. McGuire, CBRE; Sam Baron, Textile Workers; Stewart Alsbury, International Woodworkers; and Freeman Jenkins, District 26, United Mine Workers.

CANADIAN AND CATHOLIC CONFEDERATION OF LABOUR

A plan for a pension fund in three stages suggested by the General President for the purpose of affording greater security to workers upon retirement; a resolution of the Convention requesting that picketing be prohibited and that factories be closed down temporarily during strikes; a recommendation to the Canadian Government to "meet its obligations as a member of the United Nations;" and some questions of internal management, including the direct payment of "per capita" assessments to the CCCL, and a new method of representation at annual conventions; these were the highlights of the 29th annual Convention of the Canadian and Catholic Confederation of Labour, held in Sherbrooke, Que., September 16-27. The executive and all retiring officers were re-elected to their

respective positions, the elections lasting scarcely a quarter of an hour.

In a brief address of thanks, at the conclusion of the Convention, Gérard Picard, General President, stated that he was delighted that the meetings of the 29th Annual Convention had been "hard and difficult" from the point of view of discussions and procedure. "That's the way a convention should be," the President explained. "As the working class becomes aware of its problems, it expresses itself and demands a maximum effort on the part of its officers. . . ."

Jean Marchand, who was re-elected as General Secretary, asked the assembly of delegates, continually engrossed by problems of internal management during the Convention, not to forget "the factory

worker who takes part of his income and gives it to his organization, in which he trusts." Mr. Marchand asked that discord and opportunism be banished for ever from the ranks of the CCCL, where there is only room for "those who wish to serve the finest class of society—the working class."

More than 400 delegates, representing 83,112 members from 390 affiliated syndicates, were represented at the Convention. The delegates were guests of the National Syndicate of Sherbrooke, which was celebrating the 25th anniversary of its incorporation.

Officers of the Sherbrooke Central council are Gaston Vallée, president, Joseph G. Gervais, treasurer, and L. L. Hardy, secretary. The local committee in charge of organizing the Convention included Messrs. Alfred Paradie, Roméo Rondeau, Alcide Michaud, Laurent St. Sève and Gérard Pelletier.

Opening Ceremonies

The Convention opened at nine o'clock on Sunday, September 17 with an official reception for the delegates at the City Hall, where they were received by His Honour Mayor Howard.

Following the opening formalities, the delegates assembled at the Cathedral for the inaugural High Mass celebrated by Father Henri Pichette, General Chaplain of the Confederation. The sermon was preached by Rev. Father Jacques Cousineau, s.j., former chaplain of the Montreal Central Council.

More than 600 persons attended the opening banquet held in the St. Joan of Arc Hall. About fifty guests were seated at the head table. Besides the officers of the CCCL and their chaplains, the following persons were noticed: Mgr. Adam of Sherbrooke, representing the Lord Bishop and former chaplain of the syndicates of the diocese; Mr. Paul Emile Côté, Member of the Federal Parliament for Verdun-La Salle, representing the Hon. Milton F. Gregg, Minister of Labour, to whom he is Parliamentary Assistant; His Honour Mayor Howard; Mr. Maurice Gingles, Member of Parliament; Mr. J. H. Morgan, United States Consul at Quebec; Mr. J. P. Deslières, Secretary of the Superior Labour Council; Mr. Alfred Charpentier, former General President of the CCCL and a member of the Labour Relations Board of the Province of Quebec, and Mr. Armand Fisette, leader of the Sherbrooke Municipal Council, representing the Hon. J. Bourque, who was absent on account of ill health.

His Excellency Mgr. Philippe Desranleau, Bishop of Sherbrooke, surprised the delegates by appearing at the very beginning of the banquet, but left the hall a few minutes later, explaining that he had been anxious to come to present his regards to the CCCL, but that diocesan ceremonies made it necessary for him to leave again right away.

Mgr. Desranleau expressed his delight at being present "for a number of reasons, one of them being an anniversary: just about thirty-five years ago, at the request of Mgr. Bernard, Bishop of St. Hyacinthe, I began to take an interest in workers' problems." Then His Excellency declared that all Christians, and the bishops in particular, must interest themselves in the working classes.

He went on to underline the importance of the social doctrine of the Roman Catholic Church, "clear on all points and obligatory for everyone," according to Pius XII, "from which one cannot deviate without great danger to the faith." This doctrine, Mgr. Desranleau explained, is not directed against anyone except those who do wrong. It is absolutely necessary to adhere to it, and this adherence is the token of success in any labour action.

Gaston Vallée, President of the Central Council of the Syndicates of Sherbrooke, proposed the various toasts in turn and introduced the speakers who were to reply to them.

Mgr. Adam, replying to the health of the Pope, recalled the beginning of the trade union movement at Sherbrooke: "Everything was against us," the prelate emphasized, "and nothing for us, except our good will and our very firm resolve to make the labour cause triumphant. The movement developed, however, and I have no doubt whatsoever that with the support of the Church and of our Lord Bishops it will continue to grow."

Address of Paul Emile Côté, M.P.

Speaking on behalf of the Federal Minister of Labour, the Hon. Milton F. Gregg, Mr. Côté, Parliamentary Assistant to the Minister of Labour, stressed the fiftieth anniversary of the Department, which, he pointed out, coincided with the beginnings of Catholic trade unionism in Canada:—

Working conditions existing around 1900 in the clothing industry in Toronto, and a lockout in the boot and shoe industry in Quebec that same year, gave rise to a real revolution in labour-management relations in Canada.

The creation of a Federal Department of Labour in September, 1900, was the



result of the indignant reports of a young journalist by the name of Mackenzie King denouncing the exploitation of labour and the poor working conditions found in various parts of the country.

The beginnings of Catholic trade unionism in Canada date back to the lockout of the fall of 1900 in the boot and shoe industry at Quebec, the arbitrator for which was His Excellency Mgr. Louis Nazaire Bégin, Archbishop of Quebec.

Taking his stand on the encyclical *Rerum Novarum* on labour problems, proclaimed by His Holiness Pope Leo XIII in 1891, Mgr. Bégin, in his award, recognized the right of employees to form associations for legitimate purposes, but denounced the constitutions of three of the six syndicates. The constitutions in question were changed, a permanent board of arbitration was set up and the syndicates agreed to appoint a chaplain in an advisory capacity.

The papal encyclical sums up the attitude of the Roman Catholic Church with regard to the rights of workers. Its main points are the declaration of freedom to form associations and to decide working conditions, and the duty of the State to prevent abuses in labour matters and to pass legislation promoting social justice.

By reason of its Catholic views and teachings and the influence it exerts over the working classes in Quebec, the CCCL is one of the best weapons which can be used to fight the monster of Communism.

The CCCL is a school of light, which, by its moral strength and its Christian order, offers Canadian industry a guarantee of permanent peace.

President Picard then thanked the speakers particularly welcoming the presence of Mr. Côté.

Mr. Picard discussed the position of the CCCL in the face of world changes wrought by the industrial revolution and the advancement of the sciences. Using one of Rev. Father Cousineau's themes, he stressed the need of viewing contemporary problems from a broader perspective.

"The limits of the parish, of the province and of the nation itself have been passed. It matters little whether we like it or not, we must henceforth contemplate solutions on a world-wide scale. Perspectives have

changed. Problems are bigger and the world smaller. That is why we must give more and more attention to our international affiliations. The CCCL has begun to co-operate on an international scale with the other labour organizations; it must develop its contacts and intensify them.

"We must, of course, protect our local and national values, but that should not prevent us from identifying ourselves with the world; it should not prevent our reasoning from having just as much scope as the problems under consideration.

"And if our attention is not too much taken up by demands, we of the labour movement will still be able to think of the constructive work which we wish to undertake as soon as possible. And perhaps then we shall be able to build up that harmonious society which everybody wants."

The General President's Report

In his presidential report, Mr. Picard dealt exclusively with social security, old age and retirement pensions. The year's activities, and questions of administration were reviewed in other reports presented to the delegates, and in particular, the report of the Executive Bureau.

President Picard gave a comprehensive analysis of the historical background of social security in Canada and other countries. His report contained a number of recommendations which were subsequently approved by the Convention. These were:—

1. A monthly \$50 pension for women at 60 and men at 65, under a universal or general old age pension plan, the cost of which would be paid three-fifths by the Federal Government and two-fifths by the provinces;
2. Setting of a reasonable period of residence in Canada for admission to pension;
3. Suppression of the means test;
4. Establishment of contributory insurance, with a reserve fund, in favour of wage-earners, with a view to a monthly \$50 pension at age 60 for women and 65 for men. The wage-earner would pay two per cent of his earnings to the reserve fund; the employer would pay the necessary balance to insure solvency of the fund; the Governments would assume the administration costs and make up the deficits;
5. Safeguarding collective schemes for retirement pensions now in existence, and leaving the establishment of other plans, complementary to the schemes suggested above, to collective bargaining;
6. Setting up of suitable organizations to supervise the application of the law and to ensure the payment of pensions to persons entitled to them.

In regard to the above proposals, Mr. Picard considered that the recommendations of the Parliamentary Committee, if approved by Parliament, would favour residents of country districts to the detriment of those in towns and cities.

Top: His Excellency Mgr. Philippe Desranleau, Bishop of Sherbrooke, speaks to CCCL delegates. Left to right: Father Henri Pichette, General Chaplain, Roméo Ethier, Treasurer, Gaston Ledoux, 1st Vice-president, Mgr. Desranleau, Gérard Picard, President and Jean Marchand, Secretary. Centre left: Paul-Emile Côté, M.P., Parliamentary Assistant to the Minister of Labour, speaks at the opening banquet. Centre right: a meeting of the Finance committee headed by Mr. Ethier. Bottom: Miss Orietta Lacroix tells delegates of a knitting mills strike in Sherbrooke. Left to right: Mr. Marchand, L. L. Hardy and Mr. Picard.

New Trend of the Movement

At the beginning of the Convention, Mr. Jean Marchand, Secretary-General of the CCCL, pointed out to the delegates the necessity of "thinking out the movement anew," with a view to making it better qualified "to free the working class and to re-Christianize the economic system:"—

Our movement must not be simply a group of 'bargaining agents.' We will not save the working class by collective agreements alone. Even if they do constitute an indispensable technique, they are not sufficient. We must think of certain fundamental reforms which will lead us out of the vicious circle of wages and prices in which we are being held confined by the capitalist system.

These reforms will be made possible only through an awakening on the part of the working class to consciousness of its situation, its needs, its strength, its aspirations, etc.—a consciousness which can be awakened only by education.

That is why the CCCL intends to direct the greater part of its strength during the next few years to training militant members.

President Picard also dwelt on this new aspect of the Catholic trade union movement, pointing out the necessity for a closer approach between city workers and country workers, with the co-operatives acting as liaison agents between the two classes.

Report of the Executive Bureau

The report of the Executive Bureau, presented by the Secretary-General, Mr. Jean Marchand, emphasized and commented upon the appearance last March of the pastoral letter of the Episcopate of the Province of Quebec, dealing with workers' problems in the light of the social doctrine of the Roman Catholic Church (L.G., May, 1950, p. 652). The report went on to deal with the world conference of free trade unions and the attitude of the CCCL with regard to this conference.

The report told of the trip to Europe of the CCCL delegation sent to present the respects of the movement to His Holiness Pope Pius XII in the occasion of the Holy Year and to study the labour situation in Europe. The active part taken by the General President at the thirty-third International Labour Conference, held in Geneva during the month of June, was mentioned in the report. As technical adviser to the Canadian labour delegate, Mr. Gérard Picard was appointed to, and held office on the Committee set up by the Conference to report on industrial relations, including the study of collective agreements, conciliation and arbitration.

The report then mentioned the briefs presented to the Royal Commission on

National Development in the Arts, Letters and Sciences (L.G., July, 1950, p. 1000), and the brief presented to the Joint Committee of the Senate and the House of Commons on Old Age Security (L.G., July, 1950, p. 1011). The other subjects dealt with in the report concerned the cost of living, the rent problem, and questions of internal management (some of which gave rise to rather stormy discussions).

In his report, Mr. Marchand said:—

This year will shine with particular brilliance in the history of the CCCL, for it will recall the publication by our Lord Bishops and Archbishops of the Province of Quebec of the pastoral letter on workers' problems. This document, which will be an inspiration for years to come to all who have set their hearts on restoring our society in accordance with Christian principles, will be the Gospel of our movement and the source of our doctrine.

The year 1949-1950 will also mark a greater measure of participation on the part of the CCCL in international trade-union activities. Our organization realizes that it is not isolated on this earth, but part of a chain which overlooks boundaries. If it intends to defend the interests of its members adequately, it must observe international life and take part in it. Its status as a Christian movement forbids it to limit its horizons and to close itself up in an ivory tower.

World Conference of Free Trade Unions

The report recalled the holding of a world trade union conference in London, England, from November 28 to December 9, 1949, with a view to grouping together all free trade unions, on an international scale, in order to organize a new International made up exclusively of the free and democratic trade-union confederations of the whole world and shutting the door to the Communist unions.

The International Federation of Christian Trade Unions (with which the CCCL is affiliated) had been invited to send observers to the meetings of this Committee, and had appointed its President and Secretary as its representatives. To the great surprise of the latter, Mr. Marchand pointed out, the Preparatory Committee at Geneva, which had as one of its duties the issuing of credentials, did not even invite the International Federation of Christian Trade Unions to send observers to London. As for the confederations affiliated with this Federation, the Committee decided to invite them, but only after consultation with national centres of the countries in which they operated.

In other words, Mr. Marchand noted, applying this principle in our country, the CCCL would have been invited only if

the Trades and Labour Congress and the Canadian Congress of Labour had not opposed this invitation.

As far as Europe was concerned, only the French Confederation of Christian Trade Unions was able to obtain credentials to attend the London Conference. The French Confederation did not approve of the exclusion of the other Christian Confederations, but it decided to take part in the London Conference for the sole purpose of requesting leave to speak as soon as the Conference opened and to ask for the sending of invitations to the other Christian national federations.

The Credentials Committee, having been warned of this, reached a compromise, and the Christian Trade Union Confederations were invited to attend the Conference and the constituent congress "on the understanding that, along with all the other affiliated organizations, and before the next congress in two years' time, they should accept and give effect to the principle of one trade union international."

After considering all the aspects of the problem, the CCCL Executive drew up and sent the following telegram to the Secretary of the Conference:—

"Montreal, Dec. 3, 1949

Mr. Vincent Tewson
Free World Labour Conference
County Hall
London England

Without adopting any attitude on condition imposed with regard to our invitation Canadian and Catholic Confederation of Labour would have been pleased to take part in Conference if short notice did not make trip impossible (Stop) We hope nevertheless to receive all documents distributed especially statutes and reports of discussions (Stop) Fraternal greetings to all delegates and best wishes for success.

Picard—CCCL"

The report emphasized that the CCCL would therefore have agreed to take part in the London Conference if its delegates had been given sufficient time to get there. The invitation was received on November 30 and the Conference had begun on November 28.

The CCCL objected to the dissolution of the International Federation of Christian Trade Unions in a telegram sent by the President to Mr. Gaston Tessier on December 1, 1949.

The CCCL will continue to follow the activities of the International Confederation of Free Trade Unions, but will not break away from the International Federation of Christian Trade Unions and will fight against any suggestion that it should do so, Mr. Marchand said.

The Labour Situation in Europe

Mr. Marchand's report emphasized the fact that the CCCL delegation in Europe took advantage of its trip to get into touch with the Christian labour organizations of a number of European countries.

In all European social circles, Mr. Marchand remarked, last year's struggle by the asbestos workers was followed with interest: "We may say that by this battle the CCCL created an enviable reputation for itself on an international scale. The last pastoral letter of the Bishops of the Province of Quebec on labour problems was also received with enthusiasm."

The delegates expressed their opinions on the European labour situation as follows:—

1. The living standard of European workers is lower than the standard of living of American workers, but their hours and the rhythm of their work are much less exhausting and give them more leisure time;

European industries are better adapted to the workers than American industries are.

For that reason it may be asked whether, in spite of their lower standard of living, European workers are not better off than American workers.

2. The social security schemes of the different countries visited by the CCCL delegates are more advanced than those we have here. The worker and his family have better protection against the risks of life.

3. The productivity of European industries is definitely lower than that of American industries, which means that industrial techniques have not reached such a high standard of perfection there and labour does not work so hard.

4. In Europe collective agreements do not have the same scope as they do here, and result from a different conception of collective bargaining. In short, they are equivalent to national ordinances which are akin to our orders passed under the Collective Agreement Act.

Our system of particular agreements, negotiated by individual companies, is better than the European system of making regulations.

Prices Arbitration

Mr. Marchand's report emphasized that the CCCL has repeatedly made protests against the unwarranted rise in the cost of living. Through the newspapers, the CCCL has sought to demonstrate that increases in wages do not account for the persistent rise in prices; at any rate, price increases always come before wage increases.

Some delegates asked that the Federal Government be urged to establish a ceiling on food prices.

The Convention refused to adopt such an attitude. It preferred "to abide by the general policy of the CCCL in favour of prices arbitration."

The Confederation has set forth its policy, especially when submitting memoranda to the Provincial and Federal Governments. In its memorandum submitted to the Quebec Government in 1948, the CCCL defined the purpose of prices arbitration boards as follows:—

This policy favours the creation of arbitration boards which would play, in relation to prices, the part played by arbitration boards in the field of wages.

In his report, the general secretary noted that the Executive Bureau had spent much time examining and trying to solve differences between its affiliates in 1949-50 and that it would be advisable to define clearly the powers of the Bureau in the case of differences within the organization.

Union Dues

The appointment of regional technical advisers, the consolidation of the constitution, the distribution of the "per capita" assessment and the system of representation at conventions were the points of the report of the Executive Bureau which were most widely discussed by the delegates.

Discussion of the question of union dues was particularly lively and brought forth a strong plea by Mr. Marchand in favour of real trade unionism and also an address by his Lordship Bishop Philippe Desranleau who urged the workers to work peaceably towards the formation of peace in society.

The Tuesday afternoon meeting was extended for an hour and a half in order to allow the delegates to take a secret vote on the following question: Should the dues

of the CCCL be paid directly to the Confederation or to its affiliated Federations?

Under the constitution, that part of the dues payable to the CCCL was to be remitted to the Confederation not by the union, but by the Federation to which the union belonged. The amount to be paid to the CCCL is 25 cents for each member. It would appear that some Federations delay or neglect to remit the amounts due to the CCCL.

The Constitution Committee requested the Convention to change the constitutional point raised so that any amounts due to the CCCL be remitted to it directly.

This proposal led to a lengthy and stormy discussion among certain delegates, culminating in a secret vote which gave approval to the request made by the Confederation. The resolution was adopted 282 votes to 80. Henceforth, unions will be required to send directly to the CCCL any amounts due the latter.

Mr. Marchand's report then dealt with the following: religious retreats, the newspaper *Le Travail*, the research service, unemployed leagues, the rental problem, and union statistics.

With regard to unemployed leagues, the Executive Bureau urged the central councils to organize leagues for the unemployed so that they may have some means of making their just claims and, at the same time, keeping the latter within reasonable limits.

It has already been noted that at the opening banquet of the Convention, his Lordship Philippe Desranleau, Bishop of Sherbrooke, made a brief appearance. On

CCCL MEMBERSHIP

Federations	May 31, 1949		May 31, 1950	
	Syndicates	Member-ship	Syndicates	Member-ship
Barbers—Hairdressers.....	10	740	14	682
Full-Fashioned and seamless hosiery.....	15	2,803	17	2,517
Building.....	64	12,163	64	13,839
Woodworking.....	16	3,660	17	3,848
Trade.....	15	2,625	14	2,848
Leather-shoe.....	14	3,180	14	3,257
Municipal employees.....	28	4,059	27	4,034
Glove workers.....	9	701	8	656
Printing.....	21	2,685	22	2,765
Mining industry.....	7	4,375	8	3,786
Metal trades.....	29	6,553	28	6,000
Furniture.....	11	1,289	9	817
Pulp and paper.....	30	8,320	30	9,290
Services.....	16	3,379	17	3,428
Textiles.....	27	10,548	30	10,264
Clothing.....	13	3,760	15	3,751
Syndicates directly affiliated with the CCCL.....	325 55	70,840 12,432	334 56	71,782 11,330
Totals.....	380	83,272	390	83,112

Tuesday afternoon his Lordship again visited the Convention, and addressed the delegates. He said:—

The important thing, my dear workers, is for you to rest assured that your bishops are fully with you in the great movement which the CCCL has become. I have come back to say this to you again, so that there will be no doubt about it in your minds.

The labour movement must develop today more than ever. We must be thoroughly acquainted with the situation in which we find ourselves. If we study the present development of our country, we realize that industrial centralization is taking place at an ever increasing rate.

You are now of age. This implies inconveniences, but mainly it implies benefits and responsibilities. There will be those who liked you when you were weak, who will now look upon you with more suspicion. But that will also change. I, for one, do not believe that you will face unyielding opposition.

You have made great progress in the last few years. Your social doctrine has advanced. The workers have asserted themselves more and more everywhere. You must continue to do so without fear of being wrong. Should you err, you shall be warned. But mainly, do not stop building. You will thus contribute to the making of society, not only as concerns the working class but all classes as well.

The task will be hard. You already find it so. But every cloud has its silver lining, and you must be encouraged by the conviction that your ideas will some day prevail for the good of all mankind.

CCCL Membership

The secretary-treasurer's report revealed that the CCCL has 10 unions more than last year and a total of 83,112 members, 160 less than last year. This slight decrease was attributed to the unemployment which was felt during the first months of the year in the Province of Quebec, where the CCCL recruits almost all its members.

CCCL Educational Service

The report of the Director of Educational Service, Fernand Jolicoeur, was submitted to the Convention. The report reviewed the progress made by the service in the two years since it was organized.

The Educational Service arranged for the organization of many study days in different parts of the Province of Quebec. These study days were held under the auspices of the central councils of several federations and of numerous unions. Several hundred workers have taken two- or three-day courses on co-operation, union organization, etc. Moving pictures have also been used to promote the education of workers. The films chosen dealt with co-operation, use of leisure time, family education, and the meaning of democracy. A number of

centres including Quebec, Joliette, Plessisville and St. Hyacinthe took advantage of these films.

A number of study days were also organized for the members of the Executive Bureau. Literature on subjects such as wages and prices, social security, monopolies and price control by arbitration, negotiation of collective agreements at the industry level, hours of work and retirement pensions, was provided for the members.

The Educational Service also contributed to the circulation of the pamphlet on the participation of workers in the life of the company and of the pastoral letter of Catholic Bishops on workers' problems in the Province of Quebec.

Strikes and Prohibition of Picketing

One important resolution passed by the Convention was designed to prevent violence during the course of strikes, and to protect the jobs of the striking workers by eliminating strike-breaking.

The resolution calls for legislation both to prohibit picketing and to require an establishment to close its doors for the duration of a strike. As a last resort, the Government should take over the establishment temporarily in order to negotiate, in the name of management, a collective agreement with the workers on strike. The full text of the resolution is as follows:—

Any injunction against a workers' association which goes on strike upon termination of all procedures and time-limits provided for the present Act is prohibited.

For the duration of a strike called upon termination of all procedures and time-limits provided for by the present Act:

(a) any establishment concerned will close its doors if the employees as a whole, according to the terms of the Act, are represented by the organization or organizations having called the strike;

(b) any establishment concerned will stop production and related activities if the strike is called by an organization representing the employees of the production and other related departments;

(c) any establishment concerned will be forbidden to pursue any of the activities practised by the workers involved if the organization represents a separate group of workers or a trade;

(d) in all above cases, the employer will for the duration of a strike be prohibited from hiring new workers to replace those on strike;

(e) in all above cases, all picketing is prohibited for the duration of the strike;

(f) in all above cases, when work is resumed, the employer may not retaliate against the workers who were on strike and each worker must be reinstated in the position he occupied before the strike.

As a last resort, the Government may take over temporarily the establishment

or establishments on strike, in which case the Government will assume by right all the responsibilities of management for negotiation with the workers' organization, of a collective agreement which will bind the employer in the same way as if he himself had negotiated and brought about such an agreement.

This proposal by the Resolutions Committee was a substitute for 4 resolutions submitted by federations representing the mining, pulp and paper, and furniture industries. After lengthy discussion, the resolution was adopted by an overwhelming majority.

As soon as this amendment had been read, Mr. Picard left the chair to explain the object of the Resolutions Committee.

"At first glance," Mr. Picard said, "this resolution that we are submitting to you may appear very radical. In fact, it is radical, as it revolutionizes the present strike system."

"However, it acknowledges more and more that the present system is bad, as it can only lead the workers on strike to illegal and disorderly acts. What we want is a social reform in favour of order. What we desire is the end of scuffles. We must aim towards the re-establishment of order through the elimination of pickets and scabs and their unavoidable conflicts."

"The federal law does not allow picketing by the workers on strike around the employer's property." "However," Mr. Picard noted, "it is almost impossible to put a strike through successfully if scabs are allowed to break strikes. When a strike is on, unfortunate incidents often take place, scuffles which would not occur if there were no strike-breakers. It is up to the Government to adopt legislation compelling the employer to close his factory or establishment until negotiations are over."

"Here is what happens when an employer tries to hire other workers to replace those on strike. The strikers picket the building and stop the strike-breakers from stealing from them their means of earning a living. When they leave their homes, the strikers have no intention of harming anyone or of damaging the employer's property. Most of the time circumstances force the workers on strike to resort to violence."

"When there is a strike, instead of dealing severely with crowds and gatherings the police should stop the strike-breakers from approaching the factories and then they would not have any scuffles to deal with or any blows to give. The troubles that are caused by strikes occur because legislation dealing with the matter is very badly framed."

"At the present time," Mr. Picard continued, "inadequate and definitely incom-

plete legislation in this modern age of the year 1950 gives rise to situations such as those which prevailed in Asbestos where strikers and scabs were at grips, which made it necessary for the Provincial Police to intervene, with the results we all know."

"Adequate legislation would also prevent a recurrence of what is now taking place at the Classon Knitting Mills in Sherbrooke. As you know, a strike has been on for five months at that factory where, as a rule, there are 125 workers. The employer, a Dr. Reinhart from New York, did not want to put into effect the decision given by arbitration, so he merely closed his factory, with the result that a large number of workers, both men and women, are still unemployed."

"In the above case," Mr. Picard added, "if the Government had taken over the plant, the situation without issue which now prevails would have been avoided, even though the workers were justified in their claims, as is proven by the unanimous recommendation of the arbitration board."

"In general, if there had been adequate legislation, a bad light would not have been thrown on the workers on strike as was the case in these two typical disputes, and organized labour would have kept an unblemished and well-earned reputation."

"Present labour legislation forces the worker to violate the law," said Mr. Jean Marchand, general secretary of the CCCL, following Mr. Picard's statement.

"The scuffles which take place in most strikes are not deliberate on the part of the workers on strike, however, they are unavoidable because the workers' right to picket does not allow them even to threaten the strike-breakers. Face to face with the strike-breakers, the workers see their hopes for a better future and for greater security for themselves and their families in danger of being lost—those very hopes they aim to attain by going on strike."

Delegates Demonstrate at Factory on Strike

At the meeting held on Tuesday afternoon, the delegates to the CCCL Convention were given further information concerning the strike which has been on for five months at the Classon Knitting Mills in Sherbrooke. Miss Orietta Lacroix, treasurer of the National Association of Garment Workers in Sherbrooke, told the delegates the story of the strike.

The workers of that plant, Miss Lacroix said, went on strike last May because the employer refused to give effect to the decision of the arbitration board, according

to which the factory owner would have had to pay his workers an initial rate of 30 cents per hour in the case of female workers and of 40 cents per hour in the case of male workers. Since then, the owner has closed his establishment and has gone to New York, where he has been staying for the past five months. The employees tried to re-open negotiations with their employer, but it was impossible for them to reach him.

Following this explanation, Mr. Picard suggested that a fund be started then and there, and he appealed to the generosity of every convention delegate. The collection was taken up immediately and produced \$1,232.75.

On the suggestion of a delegate, the Convention decided to hold a public demonstration in front of the factory as soon as the afternoon sittings were over. Most of the 400 delegates took part in this public demonstration "as a sort of official protest against the improper capitalistic attitude adopted by the owner of this factory in the dispute which has been in existence for five months."

The Korean War

On the fourth day of the Convention, Canada's participation in the Korean war was discussed by the delegates. The Central Council of the Shawinigan national syndicates had submitted a resolution requesting the CCCL to protest strongly "against any participation by Canada in the Korean war or in any other future conflict outside its boundaries." In the preamble of the resolution, it was stated "that the United States has decided to go all out in this war, ostensibly to stop Communism from spreading in the world," that "nothing justifies the belief that it is possible to stop by force the spread of Communism," and the following statement made by His Holiness Pope Pius XII was quoted, "war brings nothing but ruin, death and all kinds of hardships."

Other resolutions had asked that there be no conscription in Canada for the defence of a foreign country. The various resolutions gave rise to lengthy discussion which led to a secret vote.

The Convention adopted the following recommendation:—

... The CCCL requests the Government to fulfill its obligations as a member of the United Nations and . . . urges that Canada should not undertake to do more than is reasonable in its participation in wars outside its boundaries.

Jean Marchand, general secretary of the Confederation explained the content of the Committee's recommendation and stated that there was no proof that the United

States was fighting in Korea to defend capitalistic interests and that he, himself, was rather of the opinion that the war was fought in defence of an ideal. Mr. Marchand stated that he was ready to defend democratic ideas wherever it might be necessary to do so. "I would prefer," he said, "to die standing than to perish in chains."

The Roman Catholic Church and War

The Rev. Father Henri Pichette, general chaplain of the CCCL, intervened in the discussion, to give the Roman Catholic Church's viewpoint in the matter. First of all, Father Pichette declared that it was not fair to quote the Pope's words in support of the assertions made by some delegates, and that the religious authorities have never taken a stand against war on Communism. "The Church," said Father Pichette, "recommends that labour disputes be settled by legal means; but when legal means have been of no avail and when a strike is necessary, then the Church is in favour of the strike. The Church takes this same attitude with regard to war. As some strikes are necessary, so are some wars necessary. It is dangerous for Catholics not to give aid to nations which are oppressed."

The general chaplain added that there is a fellowship among nations which requires that we give our support to those nations who fight in a just war to defend their freedom of faith and their way of life.

To those who find fault with the Canadian Government because it is meeting its international obligations, Mr. Picard declared that it was not up to the Convention to decide on the merits "of some war which may be fought here or there in the world." "It is difficult," he added, "for the Convention to ask the country not to meet its obligations; once participation in the Korean war had been decided upon, Canada assumed certain obligations concerning which the Canadian people have had occasion to express their opinion in their own way."

Other Resolutions

The delegates were asked to vote on 153 resolutions submitted by different syndicates and federations affiliated with the CCCL. These dealt with questions of administration, matters clearly of union interest, and questions of public interest.

Questions of Public Interest

The Convention went on record as favouring free schoolbooks; it also requested that measures be taken to make secondary and university education available to those classes of society which are not too well-off.

The CCCL favoured a legislative amendment to legalize provincial lotteries.

It requested that all owners of motor vehicles be compelled to purchase insurance so that the public may be protected.

It also asked:—

That the Provincial Government, through an Act adopted for this purpose, declare June 24 Saint Jean Baptiste Day, a holiday for all, and that this day be proclaimed a holiday in the Province;

That legislative amendments be adopted providing that any person required to appear as a jury member or as a witness, be paid at the same rate as in the said person's regular employment, so that there be no loss in earnings;

That the compulsory weighing of bread be on a Zone basis, as is now the case, since a standard weight, far from improving the situation, would only make it worse;

That a Bread Board comprising a sufficient number of inspectors provide closer supervision in order that there be no fraud in the sale at a lower price of bread which is not of the required weight for a particular Zone;

That the Convention urge upon the authorities stricter observance of the Sunday Act, both in factories and in shops;

That the CCCL co-operate with the Travelling Salesmen's League in its campaign against blasphemy;

That the provincial Act governing bars be amended to provide that these be closed on Sundays and that women be prohibited from entering them at all times;

That pressure be put on federal, provincial and municipal authorities to stop the very sources of materialistic thinking that spring from immoral magazines which have taken the place of comics;

That municipal regulations providing for the inspection of public buildings be observed;

That all wives in need who have not reached the age making them eligible for old age pension be protected by the Mothers' Allowance Act;

That the Provincial Government be urged to amend the Housing Act so that the Government and the Farm Credit Office may make direct loans to individuals as well as to groups interested in building houses.

A resolution was unanimously adopted requesting the appointment of an ambassador to the Vatican.

A further resolution was adopted as a protest by the CCCL against the imprisonment of Cardinal Mindszenty and the religious persecution practised behind the Iron Curtain. Finally, a resolution was adopted urging the Federal Government that a Canadian be appointed Governor General.

The appeals made at previous conventions for the adoption of a distinctive national flag were renewed.

Another resolution requested that a reduction of 10 per cent be allowed for donations to charitable organizations, with-

out having to attach receipts to Income Tax forms, as is done in the United States.

Furthermore, it was requested that the Federal Government protect the seniority rights of persons called or who may be called to the Armed Forces, upon their return to the service of the same employer.

Certain other requests, with regard particularly to heavy traffic on highways and electric power, were also examined.

Matters of Union Concern

The 40-hour week.—The Convention unanimously adopted a resolution requesting that the 40-hour week be put into operation and adopted through adequate legislation, and that the CCCL take the necessary steps to bring about a reduction of the work-week from 48 to 40 hours.

The CCCL will endeavour to unite with other labour unions of the pulp and paper industry to settle the matter of Sunday work in newsprint establishments.

Unemployment Insurance.—By way of amending a long list of claims concerning unemployment insurance, the Committee on Resolutions submitted the following report, which was adopted:—

1. That the number of hours worked in a week be added and should be considered only for the number of days to which they correspond.

2. That unemployment insurance benefit payments by cheque or by cash be accompanied by a statement showing the amount of benefit, the number of days covered and the balance of days remaining to the credit of the insured.

3. That the days for which benefits are not payable under Section 35 be abolished, and that the waiting period be set at 7 days.

4. That the Unemployment Insurance Act stipulate that the employer must keep the Unemployment Insurance book on the premises, so that the worker may examine it and claim it on separation.

5. That mobile offices be set up and instructed to visit places where there are no permanent offices, in order to save the workers expensive trips.

6. That the Act be amended so that any worker who is forced to take an unpaid vacation will be entitled to insurance benefits.

7. That the Act be amended so to cover employees of hospital and religious institutions.

Workmen's Compensation.—A resolution was adopted requesting the Provincial Government to extend the scope of the Workmen's Compensation Act to salaried employees of hospitals as well as to maintenance employees of religious and educational institutions. This resolution also requested that tuberculosis and other contagious diseases contracted while working

in sanatoriums or other hospitals be considered as industrial accidents under the Act.

Employment of Young People.—The Committee on Resolutions urged the Convention to ask the Provincial Government to prohibit employment of all young persons under 16 years of age, and to request that thorough enquiries be made before granting them working permits.

Employer Associations.—The Convention adopted a resolution requesting that the Labour Relations Act be amended in such manner that employer associations may not be certified. Another resolution declared the CCCL's opposition to certain constitutional powers granted employer associations incorporated under special Bill or otherwise. The Confederation urgently recommended that these associations be refused certification, that they be prevented from fixing rates to customers, making price agreements, determining *ex parte* the working conditions of employees who are members of the association, or from regulating apprenticeship.

That no provision in the above legislation should prejudice the acknowledged rights, privileges and prerogatives of labour unions, nor favour a coalition of employers against workers or labour unions.

Retroactive effect of agreements.—As requested by the Committee on Resolutions, and because the matter came within the scope of contracts, the Convention

rejected a resolution suggesting that the retroactive effect of collective agreements be made binding from the date an agreement comes into force.

Minimum wages.—The CCCL requested the Provincial Government to set a minimum wage rate of 75 cents an hour for all workers, male and female.

Election

The whole Executive of the Canadian and Catholic Confederation of Labour was re-elected in a body at the final meeting of the Convention.

The Executive for the coming year is as follows: President, Gérard Picard, Montreal; 1st vice-president, Gaston Ledoux, Granby; 2nd vice-president, Horace Laverdure, Quebec; 3rd vice-president, Lucien Dorion, Quebec; 4th vice-president, L. P. Boily, Jonquières; 5th vice-president, F. X. Legare, Rimouski; 6th vice-president, Rodolphe Hamel, Asbestos; general secretary, Jean-Marie Marchand, Quebec; and treasurer, Romeo Ethier, Montreal.

Representatives of federations and central units to the Executive Bureau were to be appointed later by each of these bodies. The appointment of the three members of the Arbitration Board to be set up to examine and settle differences within the Confederation was also deferred.

Next year's Convention will be held in the city of Quebec, at about the same date as the 1950 Convention.

WORKING CONDITIONS IN CANADIAN MANUFACTURING INDUSTRIES, OCTOBER 1949*

The Work Week

This second study of working conditions in the manufacturing industries of Canada shows a steady trend towards a shorter work week. By 1949 one-quarter of the employees were normally working 40 hours a week, while about 70 per cent had a normal week of 45 hours or less. More than 60 per cent of the plant workers in manufacturing were on a 5-day week in 1949, an increase since 1947 of 20 per cent.

Overtime Payment

Time and one-half continued to be the general rate paid for overtime after daily or weekly hours, but there was a tendency for more workers to receive higher rates for work on Sundays and statutory holidays.

Vacations With Pay

Almost all of the workers were eligible to receive an annual paid vacation, generally one week after a year of employment. There was a continuing trend towards vacations of two or three weeks after longer service.

Statutory Holidays

More establishments were reported observing statutory holidays, and a larger number were paying for these when not worked. Approximately 60 per cent of the workers were being paid for 6 or more statutory holidays.

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates and certain conditions of work in their establishment during the last pay period preceding October 1, 1949.

The sections on Provincial Legislation were summarized from the bulletin, *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

This article was prepared in the Working Conditions and Social Analysis Section of the Economics and Research Branch, Department of Labour.

Manufacturing is the largest single industry in the highly industrialized economy of Canada. In 1949 the manufacturing industries employed one out of every four workers in the Canadian labour force, and contributed over one-third of the total labour income. The maintenance of a sound Canadian economy is dependent heavily on the growing productive activities of the manufacturing industries.

The provincial and major industrial distributions of the 6,408 establishments and 721,631 plant employees included in this analysis of working conditions in Canadian Manufacturing are shown in Tables Ia and Ib. The plant workers include all the employees of an establishment except the office staff. More than one-half of the workers were employed in the 3,020 establishments located in Ontario and almost one-third were working in the 1,706 plants in Quebec. Seven per cent of the workers were employed in British Columbia, five per cent in the Prairie Provinces and an almost equal proportion in the Maritime Provinces.

The Normal Work Week

One-quarter of all plant workers in the manufacturing industries of Canada were on a 40-hour week in October, 1949. Some 17 per cent were working 44 hours a week, 21 per cent were working 45 hours a week and 20 per cent were working 48 hours a week. This indicates some lessening in the normal weekly hours of work since 1947, the previous year for which comparable information has been published.¹ The proportion of the total plant employees reported working each of these predominant weekly hours during the past three years is as follows:—

Normal Weekly				
Hours	1947	1948	1949	
40	19%	20%	25%	
44	14%	14%	17%	
45	19%	22%	21%	
48	30%	29%	20%	

The five-day week was reported by 55 per cent of the establishments employing 61 per cent of the plant workers in Manufacturing. This represents an increase of ten per cent in the proportion of workers on a five-day week in 1949 as compared with 1948, and an increase of 20 per cent as compared with 1947.

A study of the trend in the normal work week from 1947, the first year for which information in this form is available, is subject to three qualifications:—

The largest proportion of workers covered in the annual survey of working conditions in Canadian Manufacturing, 17 per cent, was in the Iron and Steel Products Industry. Other large industrial groups were Food and Beverages, 13 per cent, and Transportation Equipment, 11 per cent. The Clothing, Textile Products, Wood Products and Paper Products Industries had each from eight to nine per cent of the total plant employees. The industrial groupings used in this report follow those contained in the Standard Industrial Classification Manual published by the Dominion Bureau of Statistics in 1948.

Twenty-two per cent of the plant workers in these manufacturing establishments were women. The largest proportion of female workers, 67 per cent, was employed in the Clothing Industry and the next largest proportion, 61 per cent, was employed in the manufacturing of Tobacco and Tobacco Products. Women workers comprised from 30 to 40 per cent of the plant employees in the Food and Beverages Industry, the Leather Products Industry and in the Miscellaneous Manufacturing Industries.

(1) the current material contains a much wider coverage of the industries previously used to represent the Manufacturing Industries;

(2) the adoption of the new Standard Industrial Classification has resulted in some small changes in the industries which make up the manufacturing groups;²

(3) the distribution of establishments and workers by normal weekly hours, in 1947, was based on the hours worked by the majority of employees in the establishment regardless of sex. The 1949 distribution of plant workers has been based on the weekly hours of the majority of workers of each sex. Thus, in those establishments where the male and female employees worked different weekly hours, all of the male workers were included under the hours worked by the largest number of males and all of the female workers were included under the hours worked by the largest number of females. This method of showing the

¹ "The Work Week in Manufacturing Industries, October 1947", THE LABOUR GAZETTE, June, 1949.

² The main industrial groups added to Manufacturing are: Auto Repair and Garages, and Boot and Shoe Repair. Electric Current Production and Distribution has been removed from the manufacturing group, as have those establishments trading in fresh fruits and vegetables and some dairy products.

distribution of employees by weekly hours gives a more accurate presentation of the data than that used previously.

The changes resulting from the above differences in the information for 1947 and 1949 are relatively minor, however, and the overall information is believed to be sufficiently comparable to indicate the broad trends in the normal work week in the Manufacturing Industries.

Provincial Legislation

Special provincial statutes limit the hours of work in factories in Ontario, Manitoba, Saskatchewan, Alberta and British Columbia, and factories legislation places some restrictions on working hours in New Brunswick and Quebec. In these last two provinces the legislation applies only to women and to boys under 18. The maximum weekly hours of work in these seven provinces are:—

	Hours
New Brunswick (females and boys under 18)	54
Quebec (females and boys under 18)	55
Ontario	48
Manitoba (men).....	48
(women)	44
Saskatchewan	44
Alberta	48
British Columbia.....	44

An industrial undertaking or group of undertakings may be exempted from the Act in Quebec, Manitoba, Saskatchewan, Alberta and British Columbia; and in all the provinces the administrative authority under the Hours of Work Acts has the power to permit exceptions from the maximum hours shown above. In the case of exemptions under the Hours of Work Act in Ontario, women and boys under 16 are not permitted to work more than 60 hours a week.

In Manitoba and Saskatchewan the statutory limits shown above apply unless time and one-half is paid for overtime.

Women may not be required to work more than six hours a week of overtime in the cities of Manitoba nor more than eight hours a week in the rural areas. In Saskatchewan, women in factories must receive time and one-half after 44 hours in a week, but in no case may they work more than 48 hours.

Other restrictions may be imposed on some classes of factories by Orders in Council under the Quebec Collective Agreement Act or the Industrial Standards Acts of Ontario, Saskatchewan and Alberta.

Normal Weekly Hours by Province

The normal weekly hours of work for plant employees varied greatly within each province as well as between them (Table IIa). The largest single group of employees was working 40 hours a week in Ontario and in British Columbia, 44 hours a week in Prince Edward Island, Nova Scotia and in each of the three Prairie Provinces, and 48 hours a week in New Brunswick and in Quebec.

A comparison of the proportion of workers in each province who were on a 40-hour week, a 44- to 45-hour week and a 48-hour week will give some indication of the differences in normal weekly hours between provinces:—

Province	44 to		
	40 hours per week	45 hours per week	48 hours per week
P.E.I.	11%	45%	14%
N.S.	4%	57%	22%
N.B.	2%	35%	30%
Que.	14%	31%	31%
Ont.	28%	41%	17%
Man.	26%	53%	9%
Sask.	16%	65%	13%
Alta.	25%	38%	22%
B.C.	60%	29%	1%

A further indication of the difference in weekly hours across Canada may be obtained by comparing the proportion of plant employees in each region working 44

TABLE Ia.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT WORKERS BY PROVINCE

Manufacturing Industries of Canada, October 1949

	Canada (¹)	Prince Edward Island	Nova Scotia	New Brun- swick	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Colum- bia
Number of Establishments	(¹) 6,408	17	209	146	1,706	3,020	289	142	253	625
Number of Plant Workers:										
Male.....	566,038	353	17,623	10,825	164,281	295,677	15,059	4,405	10,926	46,825
Female.....	155,593	82	2,631	2,524	60,285	75,566	4,917	554	1,904	7,119
Total.....	(¹) 721,631	435	20,254	13,349	224,566	371,243	19,976	4,959	12,830	53,944

(¹) Includes one establishment located in the Northwest Territories.

hours a week or less. Forty-eight per cent of the workers in the Maritime Provinces were in this group, 28 per cent of the workers in Quebec, 51 per cent in Ontario, 71 per cent in the Prairie Provinces and 96 per cent in British Columbia.

The distribution of establishments by province (Table IIb) showed about as much variation as the distribution of employees. The normal weekly hours of male plant workers has been used to obtain the distributions of establishments by province and by industry as, in some cases, the hours are different for male and female workers. Thus, in 720 establishments the male employees were working different weekly hours than those worked by the female employees, with the latter working

plant employees was working 40 hours a week in seven of the major industries shown in Table IIIa, 45 hours a week in six of the major industries, and 48 hours a week in four of the industries. In the Durable Manufactured Goods Division³ the largest group of employees, 27 per cent, was working 40 hours a week, while in the Non-durable Goods Division⁴ the largest group, 26 per cent, was working 48 hours.

A comparison of the proportion of employees in some of the larger industrial groups who were working 40 hours a week, 44 to 45 hours a week and 48 hours a week will again give an indication of the differences in normal weekly hours between industries:—

Industry	44 to		
	40 hours per week	45 hours per week	48 hours per week
Durable Manufactured Goods ³	27%	41%	13%
Non-durable Manufactured Goods ⁴	22%	35%	26%
Food and Beverages.....	15%	38%	28%
Textile Products (except Clothing).....	7%	45%	26%
Clothing (Textile and Fur).....	40%	34%	8%
Wood Products	30%	26%	12%
Paper Products	4%	22%	65%
Iron and Steel Products.....	21%	52%	10%
Transportation Equipment	31%	42%	12%

fewer hours in almost all cases. The proportion of women workers in these establishments, however, was relatively small.

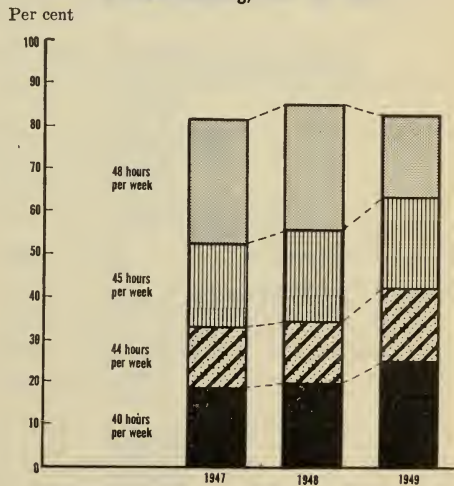
In three provinces, Nova Scotia, Ontario and Alberta, the largest group of establishments reported operating on a longer normal work week than was worked by the largest group of employees. In New Brunswick, on the other hand, the largest group of employees was reported working 48 hours while the largest group of establishments reported operating 44 hours a week.

Comparing the proportion of establishments operating 44 hours a week or less, it is noted that, except in Quebec, the proportion of establishments operating below this limit was less than the proportion of workers reported working within this range. Twenty-nine per cent of the establishments in the Maritime Provinces, 36 per cent in Quebec, 44 per cent in Ontario, 61 per cent in the Prairie Provinces and 97 per cent in British Columbia reported operating on a normal week of 44 hours or less.

Normal Weekly Hours by Industry

The industrial distribution of employees and establishments by normal weekly hours shows as much variation both within and between industries as does the geographical distribution. The largest single group of

Workers on a 40-, 44-, 45- and 48-Hour Week in Manufacturing, 1947 to 1949



³ The Durable Manufactured Goods Division includes: Wood Products; Iron and Steel Products; Transportation Equipment; Non-Ferrous Metal Products; Electrical Apparatus and Supplies; and Non-Metallic Mineral Products.

⁴ The Non-Durable Manufactured Goods Division includes all the manufacturing industries except those in the Durable Goods Division shown in the previous footnote.

The industry having the largest proportion of its workers on the 40-hour week was the Printing, Publishing and Allied Industries group, which reported 71 per cent of its employees on this work week. The Food and Beverages Industry had a greater proportion of its employees on the 44-hour week, 27 per cent, than did any of the other major industries. The industry reporting the largest proportion of its workers on the 45-hour week, 76 per cent, was the Tobacco and Tobacco Products Industry; and the one reporting the largest proportion on the 48-hour week, 65 per cent, was the Paper Products Industry.

The industrial distribution of establishments by normal weekly hours of male plant workers (Table IIb) reveals a large variation similar to that shown by the distribution of employees. The largest number of establishments were operating normally 40 hours a week in five of the major industries, 44 hours in one of the industries, 45 hours in four of the industries and 48 hours in five of the main industrial groups. In only one industry did more than half the establishments operate on the same work week: almost two-thirds of the plants in the Printing, Publishing and Allied Industries group reported operating 40 hours a week.

The Five-Day Week

Fifty-five per cent of the establishments employing 61 per cent of the plant workers in the manufacturing industries of Canada were operating on a five-day week. The largest proportion of workers on the five-day week, 72 per cent, was reported in Ontario, and the second largest proportion, *(Continued on p. 1848)*

Workers on a 5-day week and on a 40-hour 5-day week, 1947 to 1949

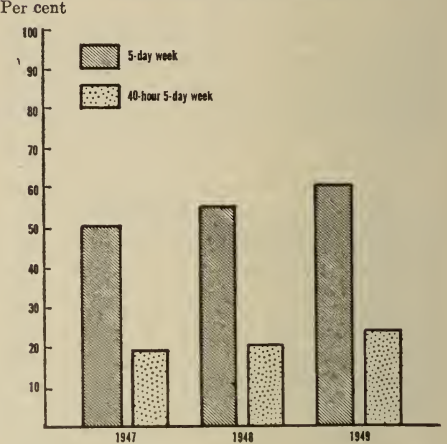


TABLE IIb.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT WORKERS BY INDUSTRY

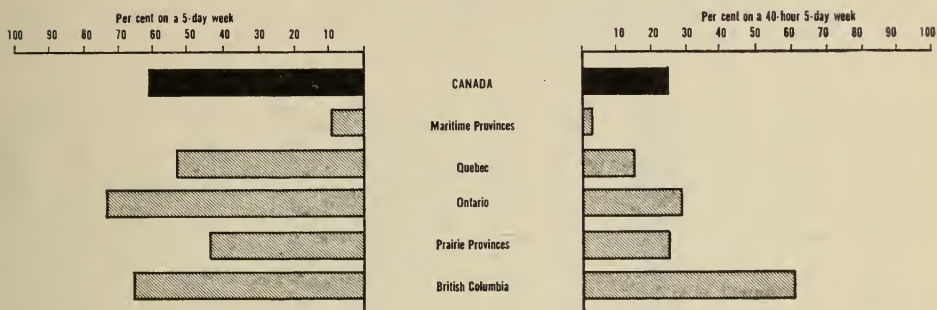
Manufacturing Industries of Canada, October 1949

	All Manufacturing Industries	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products
Number of Establishments.....	6,405	980	30	31	302	345	837	782	283
Number of Plant Workers:									
Male.....	566,035	65,355	3,150	10,962	13,178	37,679	20,577	55,593	49,764
Female.....	155,593	27,658	4,957	4,107	8,454	21,666	42,021	3,197	7,343
Total.....	721,631	93,013	8,107	15,069	21,632	59,345	62,598	58,790	57,107

	Printing Publishing and Allied Industries	Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products	Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing Industries
Number of Establishments.....	410	802	514	163	149	224	48	329	179
Number of Plant Workers:									
Male.....	19,147	113,185	75,634	24,052	25,190	16,426	8,908	20,437	6,801
Female.....	5,246	5,950	2,918	2,411	9,111	1,274	67	4,646	4,567
Total.....	24,393	119,135	78,552	26,463	34,301	17,700	8,975	25,083	11,368

Plant Workers on a 5-day Week and on a 40-hour 5-day Week in Manufacturing, October, 1949

BY REGION



BY INDUSTRY

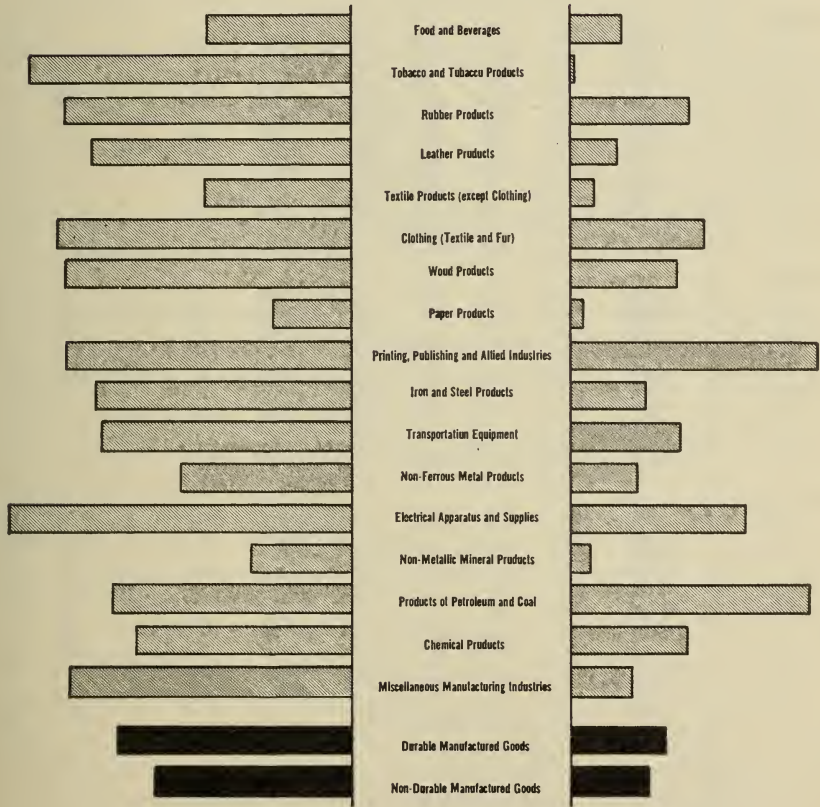


TABLE IIa.—NORMAL WEEKLY HOURS OF PLANT EMPLOYEES BY PROVINCE

Manufacturing Industries of Canada, October 1949

Number of Employees

Normal Weekly Hours by Days Worked per Week	Canada (¹)	Prince Edward Island	Nova Scotia	New Brun- swick	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Colum- bia
5-Day Week										
Under 40.....	3,295				584	1,062	42			1,607
40.....	175,013	13	667	32	30,353	102,557	5,123	700	3,207	32,361
Over 40 and under 42½..	7,633		84		1,849	5,487	100		62	51
42½.....	26,417				9,713	15,905	325	15	171	288
Over 42½ and under 44..	7,217		127		1,227	5,469			85	309
44.....	38,326		1,088	10	11,576	20,814	2,535	529	812	962
Over 44 and under 45... 45.....	534 132,220			968	53 40,057	459 89,234	22 1,818			
Over 45 and under 47½.. 47½.....	4,187 11,435				773 3,347	3,377 8,079	19		143	18
48.....	22,793			9	10,054	12,630	19			
Over 48 and under 50... 50.....	346 9,981				312 8,912					34
Over 50.....	252				252	614	455			
Total.....	439,559	13	1,966	1,019	119,062	265,687	10,458	1,244	4,498	35,612
5½-Day Week										
Under 44.....	5,538	2	36	97	1,486	2,324	205		72	1,315
44.....	69,977	128	9,659	2,988	5,929	29,562	4,437	1,892	2,748	12,634
Over 44 and under 45... 45.....	554 16,129		22	322	29	160			21	
Over 45 and under 48... 48.....	9,305 25,920	28	158	80	10,480	4,965	359		59	
Over 48 and under 50... 50.....	4,301 7,804	17	325	90	2,845	795	222	7	690	
Over 50 and under 55... 55.....	2,118 4,959	41	364	549	5,064	1,690	134	3	352	9
Over 55.....	344				275		69			
Total.....	146,949	216	11,269	5,200	48,413	55,516	6,285	2,150	3,942	13,958
6-Day Week										
Under 44.....	2,799	37	127	212	338	1,062	25	313	456	229
44.....	12,136	40	604	246	788	5,433	1,316	811	780	2,118
Over 44 and under 48... 48.....	3,738 95,704		66	3	556	2,254	258		593	8
Over 48 and under 54... 54.....	5,435 6,644	60	3,944	3,760	45,733	37,434	1,438	385	2,491	384
Over 54 and under 60... 60.....	2,335 4,633	40	730	48	2,793	1,733	62	29		
Over 60.....	252	29	1,244	1,913	986	745	64	13	42	1,608
Total.....	133,676	206	7,007	6,956	56,589	49,362	3,209	1,563	4,362	4,347
All Establishments										
Under 40.....	(²) 3,781		5		736	(²) 1,201	116	3		1,720
40.....	177,295	50	788	311	30,737	103,621	5,156	780	3,247	32,605
Over 40 and under 42½..	10,905	2	110	29	2,101	6,678	223	226	299	1,237
42½.....	26,731				9,795	16,137	325	15	171	288
Over 42½ and under 44..	9,265		138	1	2,181	6,294		5	336	310
44.....	120,439	168	11,351	3,244	18,293	55,809	8,288	3,232	4,340	15,714
Over 44 and under 45... 45.....	1,094 149,321		22	322	82	619	22		21	6
Over 45 and under 48... 48.....	149,321 27,687	28	166	1,048	50,622	94,720	2,177		558	2
Over 48 and under 50... 50.....	144,327 6,602	60	330	219	7,903	17,578	712		945	
Over 50 and under 55... 55.....	20,106 22,696	17	692	103	4,275	1,223	222	36		34
Over 55.....		110	649	555	14,550	3,398	651	3		
Total.....	(²) 720,249	435	20,242	13,175	224,064	(²) 370,630	19,952	4,957	12,802	53,917

NOTE: Normal weekly hours were not reported by establishments employing 1,382 workers.

(¹) Includes one establishment located in the Northwest Territories.(²) Includes 65 workers in an establishment reporting a 4-day 32-hour week.

TABLE IIb.—NORMAL WEEKLY HOURS OF MALE PLANT EMPLOYEES BY PROVINCE

Manufacturing Industries of Canada, October 1949

Number of Establishments

Normal Weekly Hours by Days Worked per Week	Canada (¹)	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Colum- bia
5-Day Week										
Under 40.....	33				9	15	1			8
Over 40.....	1,466	1	7	2	328	655	83	14	47	329
Over 40 and under 42½.....	48		1		17	26	1		2	1
Over 42½.....	187				30	137	9	1	3	7
Over 42½ and under 44.....	62		1		12	45			1	3
Over 44.....	342		5	1	128	156	18	6	4	24
Over 44 and under 45.....	7				1	5	1			
Over 45.....	873			5	184	664	17		3	
Over 45 and under 47½.....	43				14	26	2		1	
Over 47½.....	107			1	24	82				
Over 48.....	236				96	139	1			
Over 48 and under 50.....	5				4					1
Over 50.....	78				64	13	1			
Over 50.....	7				7					
Total.....	3,494	1	14	9	918	1,963	134	21	61	373
5½-Day Week										
Under 44.....	45		1	1	9	24	3		3	4
Over 44.....	667	3	33	27	66	203	63	44	40	188
Over 44 and under 45.....	7		1	1	1	3			1	
Over 45.....	69	1	5	2	23	30	7		1	
Over 45 and under 48.....	155		5	2	28	89	14		17	
Over 48.....	361		3	1	124	197	11	7	17	1
Over 48 and under 50.....	109	1	8	3	64	28	4	1		
Over 50.....	93		12	10	41	26	3	1		
Over 50 and under 55.....	38	2		1	33	2				
Over 55.....	54			2	44	8				
Over 55.....	4				3		1			
Total.....	1,602	7	68	50	436	610	106	53	79	193
6-Day Week										
Under 44.....	36	1	2	1	6	5	1	7	8	5
Over 44.....	173	2	11	6	14	46	16	31	13	34
Over 44 and under 48.....	76		4		12	20	3		35	2
Over 48.....	653		47	27	146	318	24	27	55	5
Over 48 and under 54.....	82	3	15	4	36	23	1	1		
Over 54.....	141	1	40	31	32	19	3		2	12
Over 54 and under 60.....	46		3	8	29	6				
Over 60.....	89		5	9	66	8	1			
Over 60.....	3				2			1		
Total.....	1,299	9	127	86	343	445	49	68	113	58
All Establishments										
Under 40.....	(²)37				10	(²)17	1			9
Over 40.....	1,494	2	9	3	333	664	85	16	48	334
Over 40 and under 42½.....	74		2	1	21	34	3	5	5	3
Over 42½.....	190				30	140	9	1	3	7
Over 42½ and under 44.....	83				17	53			8	4
Over 44.....	1,182	5	49	34	208	405	97	81	57	246
Over 44 and under 45.....	15		1	1	2	8	1		1	1
Over 45.....	985	1	6	7	211	705	24		30	1
Over 45 and under 48.....	337		8	3	74	206	19		27	
Over 48.....	1,250	3	50	28	366	654	36	34	72	6
Over 48 and under 50.....	148	1	12	4	90	34	4	2		1
Over 50.....	201		21	10	112	52	5	1		
Over 50.....	400	5	50	54	223	47	5	2	2	12
Total.....	(²)6,336	17	209	145	1,697	(²)3,019	289	142	253	624

Note: Twelve establishments did not report the normal weekly hours of male employees or had no male workers in the establishment.

(¹) Includes one establishment located in the Northwest Territories.

(²) Includes one establishment reporting a 4-day 32-hour week.

TABLE IIIa.—NORMAL WEEKLY HOURS OF

Manufacturing Industries

Number of

Normal Weekly Hours by Days Worked per Week	All Manufacturing Industries	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products
5-Day Week									
Under 40.....	3,295	25		109	321	65	153	1,074	37
40.....	175,013	12,541	68	5,070	2,844	4,073	24,585	17,506	1,976
Over 40 and under 42½.....	7,633	316		780	284	216	1,736	119	104
42½.....	26,417	1,177	40		630	46	1,446	564	1,023
Over 42½ and under 44.....	7,217	748		65			1,204		632
44.....	38,326	5,814	1,242	5	871	790	6,932	1,400	1,087
Over 44 and under 45.....	534				35	107	226		
45.....	132,220	8,740	6,136	5,080	7,848	7,180	11,039	7,830	5,446
Over 45 and under 47½.....	4,187	1,558			17	98	302	227	283
47½.....	11,435	1,123		636	1,015	1,899	2,155	268	265
Over 47½ and under 50.....	22,703	4,779			2,053	4,504	2,088	1,351	1,518
49.....	346	212				35		99	
Over 50.....	9,981	541	2	632	44	5,308	595	1,002	308
50.....	252					37	12		
Total.....	439,559	37,574	7,488	12,377	15,962	25,122	52,556	31,440	12,679
5½-Day Week									
Under 44.....	5,538	851	120		153	580	363	237	92
44.....	69,977	15,200	221		496	4,548	2,333	4,832	4,184
Over 44 and under 45.....	554						41	43	
45.....	16,129	1,046	30	590	170	11,780	250	79	676
Over 45 and under 48.....	9,305	2,121		56	155	219	1,885	1,181	73
48.....	25,920	4,520	85	6	3,174	1,683	1,744	2,207	2,154
Over 48 and under 50.....	4,301	4,223				153	164	1,346	
50.....	7,804	1,118	47	71	189	1,233	437	2,422	506
Over 50 and under 55.....	2,118	447		19	31	464	71	837	
55.....	4,959	1,027	22		11	1,547	87	1,548	
Over 55.....	344					20		154	101
Total.....	146,949	26,753	525	742	4,379	22,227	7,375	14,886	7,786
6-Day Week									
Under 44.....	2,799	1,165		109		24	145	117	643
44.....	12,136	3,619		133	207	1,982	444	972	1,141
Over 44 and under 48.....	3,738	546			60	64	261	94	340
48.....	95,704	16,935		1,708	684	9,182	1,101	3,620	33,538
Over 48 and under 54.....	5,435	753	94		90	317	551	1,458	487
54.....	6,644	3,437			74	87	4	2,312	13
Over 54 and under 60.....	2,335	431			47	122		1,319	
60.....	4,633	1,403			2	73		2,449	104
Over 60.....	252							1	233
Total.....	133,676	28,289	94	1,950	1,164	11,851	2,506	12,342	36,499
All Establishments									
Under 40.....	(1) 3,781	74		109	322	66	153	1,143	37
40.....	177,295	13,654	188	5,179	2,900	4,103	24,687	17,767	2,049
Over 40 and under 42½.....	10,905	739		780	318	240	2,092	143	129
42½.....	26,731	1,329	40		676	801	1,463	564	1,023
Over 42½ and under 44.....	9,265	1,027		65	16	558	1,320		1,269
44.....	120,439	24,633	1,463	138	1,574	7,320	9,709	7,204	6,412
Over 44 and under 45.....	1,094				35	107	267	43	
45.....	149,321	10,139	6,166	5,670	8,075	19,024	11,295	7,909	6,135
Over 45 and under 48.....	27,687	4,995		692	1,190	2,216	4,597	1,770	948
48.....	144,327	26,234	85	1,714	5,911	15,369	4,933	7,178	37,210
Over 48 and under 50.....	6,602	769				279	439	1,916	124
50.....	20,106	2,087	49	703	320	6,761	1,308	4,233	1,015
Over 50.....	22,696	6,936	116	19	168	2,356	174	8,798	613
Total.....	(1) 720,249	92,616	8,107	15,069	21,505	59,200	62,437	58,668	56,964

NOTE: Normal weekly hours were not reported by establishments employing 1,382 workers.

(1) Includes 65 workers in an establishment reporting a 4-day 32-hour week.

PLANT EMPLOYEES BY INDUSTRY

of Canada, October 1949

Employees

Normal Weekly Hours by Days Worked per Week	Printing Publishing and Allied Industries	Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products	Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing Industries
5-Day Week									
Under 40.....	1,265	88	1	25	11	15	.....	50	56
Over 40.....	16,959	25,519	24,013	5,154	17,216	1,125	6,065	8,212	2,087
Over 40 and under 42½.....	52	2,576	65	5	520	696	.....	55	119
Over 42½.....	409	8,436	5,123	1,580	2,180	519	.....	841	1,682
Over 42½ and under 44.....	.....	1,171	765	138	1,413	18	.....	271	656
Over 44.....	810	4,854	6,467	990	3,834	132	.....	2,835	263
Over 44 and under 45.....	4	.....	.....	25	34	59	.....	44	.....
Over 45.....	678	35,049	17,865	3,592	7,675	888	.....	2,783	3,391
Over 45 and under 47½.....	.....	1,166	126	.....	.....	20	.....	.....	6
Over 47½.....	.....	2,993	310	301	288	27	.....	24	131
Over 48.....	.....	4,217	537	382	156	268	29	294	527
Over 48 and under 50.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Over 50.....	.....	762	76	100	146	319	.....	.....	146
Over 50.....	.....	198	5	.....	.....	.....	.....	.....	.....
Total.....	20,177	87,029	55,353	12,676	33,473	5,086	6,094	15,409	9,064
5½-Day Week									
Under 44.....	376	26	60	326	.....	27	924	1,307	96
Over 44.....	1,361	20,856	8,204	2,463	219	1,957	1,011	1,635	457
Over 44 and under 45.....	.....	470	.....	.....	.....	.....	.....	.....	.....
Over 45.....	317	345	133	6	.....	684	.....	23	.....
Over 45 and under 48.....	120	508	2,022	121	113	481	.....	186	64
Over 48.....	54	2,492	4,469	448	144	832	9	1,758	141
Over 48 and under 50.....	13	300	1,647	19	.....	176	.....	3	57
Over 50.....	.....	221	445	.....	.....	378	.....	30	707
Over 50 and under 55.....	10	.....	19	.....	.....	17	.....	.....	203
Over 55.....	.....	178	18	.....	26	488	7	.....	.....
Over 55.....	.....	.....	.....	.....	.....	69	.....	.....	.....
Total.....	2,251	25,396	17,017	3,383	502	5,109	1,951	4,942	1,725
6-Day Week									
Under 44.....	567	8	6	6	.....	2	.....	7	.....
Over 44.....	722	478	431	1,450	51	316	7	100	83
Over 44 and under 48.....	481	56	169	1,253	.....	9	45	333	27
Over 48.....	180	5,154	4,212	7,687	274	6,257	620	4,249	303
Over 48 and under 54.....	.....	525	750	.....	.....	136	254	.....	20
Over 54.....	.....	179	394	.....	.....	106	.....	1	37
Over 54 and under 60.....	.....	103	.....	.....	.....	278	.....	.....	35
Over 60.....	.....	77	159	.....	.....	315	.....	.....	51
Over 60.....	.....	.....	.....	.....	.....	6	.....	12	.....
Total.....	1,950	6,580	6,121	10,396	325	7,425	926	4,702	556
All Establishments									
Under 40.....	1,542	90	5	29	11	(1) 82	.....	62	56
Over 40.....	17,303	25,551	24,044	5,157	17,216	1,128	6,065	8,217	2,087
Over 40 and under 42½.....	243	2,576	77	11	520	702	924	1,261	150
Over 42½.....	409	8,436	5,123	1,580	2,180	519	.....	841	1,747
Over 42½ and under 44.....	131	1,171	784	457	1,413	36	.....	362	656
Over 44.....	2,893	26,188	15,102	4,903	4,104	2,405	1,018	4,570	803
Over 44 and under 45.....	4	470	.....	25	34	59	.....	50	.....
Over 45.....	1,268	35,394	17,998	3,613	7,675	2,581	45	2,943	3,391
Over 45 and under 48.....	328	4,723	2,627	2,044	401	628	.....	400	228
Over 48.....	234	11,863	9,218	8,517	574	7,357	658	6,301	971
Over 48 and under 50.....	13	450	2,083	19	.....	176	254	3	77
Over 50.....	.....	983	729	100	146	789	.....	30	853
Over 50.....	10	1,110	701	.....	26	1,323	7	13	326
Total.....	24,378	119,005	78,491	26,455	34,300	(1) 17,685	8,971	25,053	11,345

TABLE IIIb.—NORMAL WEEKLY HOURS OF

Manufacturing Industries

Number of

Normal Weekly Hours by Days Worked per Week	All Manufacturing Industries	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products
5-Day Week									
Under 40.....	33	1			1	3	3	2	1
Over 40.....	1,466	85	2	7	44	44	392	143	26
Over 40 and under 42½.....	48	2		1	4	3	18	1	2
Over 42½.....	187	12	1		8	5	20	11	7
Over 42½ and under 44.....	62	6		1		2	12		8
Over 44.....	342	41	7	1	12	10	95	28	11
Over 44 and under 45.....	7				1	1	1		
Over 45.....	873	47	10	9	65	55	87	88	54
Over 45 and under 47½.....	43	5			1	5	5	4	6
Over 47½.....	107	9		1	11	16	12	5	4
Over 48.....	236	26			27	42	31	18	12
Over 48 and under 50.....	5	2				1		2	
Over 50.....	78	7	1	2	1	19	6	20	3
Over 50.....	7					2	2		
Total.....	3,494	243	21	22	175	208	684	322	134
5½-Day Week									
Under 44.....	45	6			2	2	12	3	1
Over 44.....	667	147	4		18	23	46	103	19
Over 44 and under 45.....	7						2	2	
Over 45.....	69	7	1	1	2	20	4	1	2
Over 45 and under 48.....	155	18		1	4	10	15	25	4
Over 48.....	361	57	2	1	51	11	22	32	14
Over 48 and under 50.....	109	5				5	5	26	
Over 50.....	93	12		2	3	4	2	38	3
Over 50 and under 55.....	38	9		1	1	5	2	13	
Over 55.....	54	11	1		1	7	3	18	
Over 55.....	4					1		1	1
Total.....	1,602	272	8	6	82	88	113	262	44
6-Day Week									
Under 44.....	36	14					5	4	1
Over 44.....	173	67			4	10	9	20	3
Over 44 and under 48.....	76	34			1	1	4	3	3
Over 48.....	653	244		3	21	20	14	48	89
Over 48 and under 54.....	82	11	1		3	5	4	22	4
Over 54.....	141	47			13	3	1	47	1
Over 54 and under 60.....	46	14			1	4		20	
Over 60.....	89	34			1	3		31	3
Over 60.....	3								1
Total.....	1,299	465	1	3	44	46	37	195	105
All Establishments									
Under 40.....	(1) 37	1			1	3	3	2	1
Over 40.....	1,494	93	2	7	44	44	397	150	26
Over 40 and under 42½.....	74	7		1	4	3	28	1	3
Over 42½.....	190	14	1		8	5	20	11	7
Over 42½ and under 44.....	83	11		1	2	4	14		9
Over 44.....	1,182	255	11	1	34	43	150	151	33
Over 44 and under 45.....	15				1	1	3	2	
Over 45.....	985	82	11	10	68	76	92	89	57
Over 45 and under 48.....	337	38		2	16	31	35	37	16
Over 48.....	1,250	327	2	4	99	73	67	98	115
Over 48 and under 50.....	148	10				8	9	34	2
Over 50.....	201	24	1	4	6	25	8	71	7
Over 50.....	400	118	2	1	18	26	8	133	7
Total.....	(1) 6,396	980	30	31	301	342	834	779	283

NOTE: Twelve establishments did not report the normal weekly hours of male employees or had no male workers in the establishment.

(1) Includes one establishment reporting a four-day 32-hour week.

MALE PLANT EMPLOYEES BY INDUSTRY

of Canada, October 1949

Establishments

Normal Weekly Hours by Days Worked per Week	Printing Publishing and Allied Indus- tries	Iron and Steel Pro- ducts	Trans- porta- tion Equip- ment	Non- Ferrous Metal Pro- ducts	Elec- trical Apparatus and Supplies	Non- Metallic Mineral Pro- ducts	Pro- ducts of Petroleum and Coal	Chemical Pro- ducts	Miscellaneous Manu- facturing Indus- tries
5-Day Week									
Under 40.....	17			1				2	2
Over 40.....	258	161	52	35	49	28	20	89	31
Over 40 and under 42½.....	2	5			3	2		3	2
Over 42½.....	8	36	11	10	18	5		16	19
Over 42½ and under 44.....		5	5	3	6	1		4	9
Over 44.....	17	39	3	8	16	5		42	7
Over 44 and under 45.....					1	2		1	
Over 45.....	15	237	42	33	33	27		32	39
Over 45 and under 47½.....		6	2	7		1			1
Over 47½.....		32	4	4	2	1		2	4
Over 48.....		38	3	6	5	6	1	11	10
Over 48 and under 50.....					1				
Over 50.....		7	1	2	1	6			2
Over 50.....		2	1						
Total.....	317	568	124	109	134	84	21	202	126
5½-Day Week									
Under 44.....	7	1	1	1		1	1	6	1
Over 44.....	25	89	74	22	4	33	7	34	19
Over 44 and under 45.....		3							
Over 45.....	10	6	5	1		7		2	
Over 45 and under 48.....	6	21	27	4	4	5		7	4
Over 48.....	2	35	82	7	4	17	1	17	6
Over 48 and under 50.....	1	7	51	2		4		1	2
Over 50.....		7	11			7		2	2
Over 50 and under 55.....	1		2			1			3
Over 55.....		6	1		1	4	1		
Over 55.....						1			
Total.....	52	175	254	37	13	80	10	69	37
6-Day Week									
Under 44.....	10	1		1					
Over 44.....	18	10	14	2	1	6	2	4	3
Over 44 and under 48.....	8	2	7	3		1	1	7	1
Over 48.....	5	29	68	11	1	34	13	45	8
Over 48 and under 54.....		8	20			3	1		
Over 54.....		5	17			5			2
Over 54 and under 60.....		3				3			1
Over 60.....		1	9			6			1
Over 60.....						1		1	
Total.....	41	59	135	17	2	59	17	57	16
All Establishments									
Under 40.....	19			1		(1)1		3	2
Over 40.....	264	163	52	35	49	28	20	89	31
Over 40 and under 42½.....	7	5		1	3	2	1	6	2
Over 42½.....	8	36	11	10	18	5		16	20
Over 42½ and under 44.....	4	5	6	4	6	2		6	9
Over 44.....	60	138	91	32	21	44	9	80	29
Over 44 and under 45.....		3			1	2		2	
Over 45.....	30	243	47	35	33	35	1	37	39
Over 45 and under 48.....	9	61	40	17	6	7		12	10
Over 48.....	7	102	153	24	10	57	15	73	24
Over 48 and under 50.....	1	10	64	2		4	1	1	2
Over 50.....		14	17	2	1	15		2	4
Over 50.....	1	22	32		1	22	1	1	7
Total.....	410	802	513	163	149	(1) 224	48	328	179

66 per cent, was reported in British Columbia. Fifty-three per cent of the workers in Quebec, 43 per cent in the Prairie Provinces and nine per cent in the Maritime Provinces were reported working five days a week.

More than 40 per cent of the employees in all but two of the 17 industrial groups shown in Table IIIa were on a five-day week, and in five of these industries more than 80 per cent of the employees were working five days. These latter five industries were Electrical Apparatus and Supplies, 98 per cent, Tobacco and Tobacco Products, 92 per cent, Clothing (Textile and Fur), 84 per cent, Printing, Publishing and Allied Industries, 83 per cent, and Rubber Products, 82 per cent. The Paper Products Industry had the smallest proportion of workers, 22 per cent, on the five-day week.

Sixty-seven per cent of the employees in the Durable Manufactured Goods Division and 56 per cent in the Non-durable Goods

Division were normally working five days a week.

Two-thirds of the employees reported on a five-day week were working either 40 or 45 hours, with a larger proportion working eight hours a day for five days than there were working nine hours a day for five days. The 40-hour five-day week was the normal working week for 24 per cent of all plant workers in the manufacturing industries. The proportion of workers on this schedule ranged, geographically, from 60 per cent in British Columbia to two per cent in the Maritime Provinces; and, industrially, from 70 per cent in the Printing, Publishing and Allied Industries to less than one per cent in the Tobacco and Tobacco Products Industry (see chart on p. 1841).

Twenty-seven per cent of the workers in the Durable Goods Division of the manufacturing industries were reported on a 40-hour five-day week, compared to 22 per cent in the Non-durable Goods Division.

Overtime Payment

Payment for work after standard daily or weekly hours in the Canadian manufacturing industries was usually one and one-half times the regular wage in 1949. Time and one-half was also the predominant rate for work on Sunday, although double time was paid by a large proportion of establishments. More than one-third of the workers were employed in establishments paying double time for work on statutory holidays, and a large number of workers were in establishments paying time and one-half or double time and one-half. Detailed distributions of employees, both provincially and industrially, by the rate of overtime payment are presented in Tables IVa and Va; similar distributions by number of establishments are given in Tables IVb and Vb.

Payment after Daily or Weekly Hours

The majority of workers in each province and in each of the main manufacturing industries was employed, without exception, in establishments which paid time and one-half for work after standard daily or weekly hours. Nineteen per cent of the employees were in 1,356 plants which reported paying overtime rates only after regular weekly hours had been worked.

More than 3,500 establishments, employing almost 520,000 workers, reported paying overtime rates after regular daily hours of work. Ninety-two per cent of these workers were in establishments paying time and

one-half for overtime after daily hours Monday through Friday and a slightly smaller percentage were in establishments paying this rate for overtime on Saturday. In many establishments it was the policy to pay time and one-half for the first three or four hours of overtime and double time thereafter. This was the case for overtime on Monday through Friday in 175 establishments employing 23,400 workers and for overtime on Saturday in 191 establishments employing about 19,600 workers. One-quarter of the workers in the Printing, Publishing and Allied Industries were subject to this overtime policy.

Double time for overtime work on Saturday was reported paid by 104 establishments employing about 6,500 workers. More than half of these workers were employed in the Printing, Publishing and Allied Industries and were normally working a 40-hour 5-day week. A small number of workers, largely in the Clothing Industry, were in establishments paying time and one-quarter for overtime work during the week.

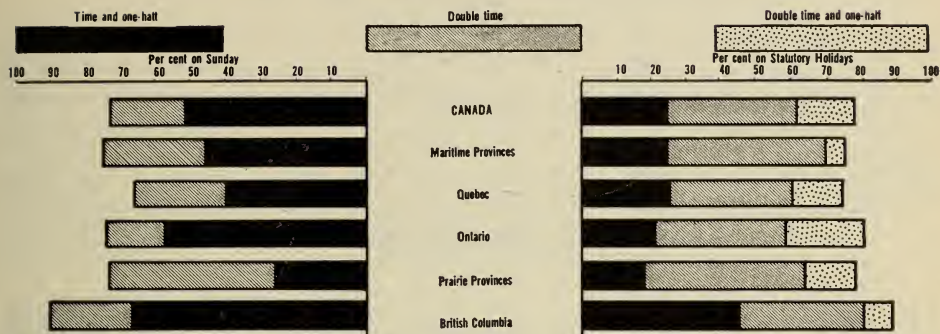
Of the 139,000 workers who were employed in establishments reporting overtime payment only after regular weekly hours had been worked, all but three per cent were entitled to receive time and one-half. Forty-three per cent of the workers in the Leather Products Industry, and 38 per cent each in the Textile Products and

(Continued on p. 1856)

Overtime Payment on Sundays and Statutory Holidays in Manufacturing, October, 1949

Proportion of Workers

BY REGION



BY INDUSTRY

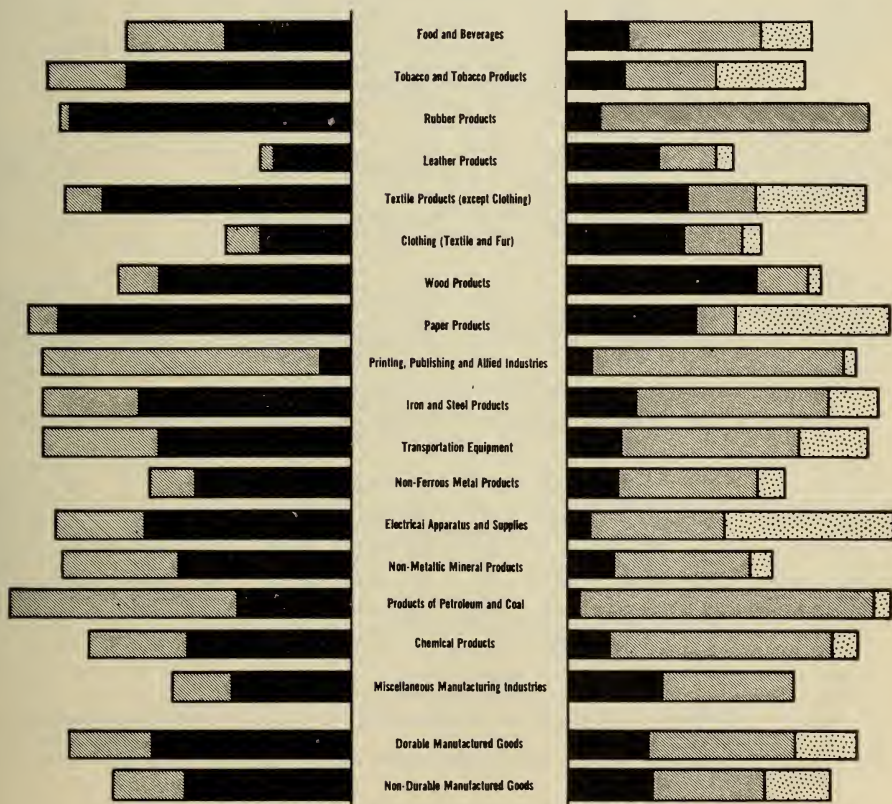


TABLE IVa.—OVERTIME RATES OF PAY FOR PLANT WORKERS BY PROVINCE

Manufacturing Industries of Canada, October 1949

Number of Workers

Overtime Rates of Pay	Canada (1)	Prince Edward Island	Nova Scotia	New Brun- swick	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Colum- bia
Monday through Friday										
Straight time.....	4,563		51	816	1,403	2,269	4			20
Time and one-quarter.....	4,233		32	92	296	1,871	1,942			
Time and one-half.....	477,909	198	16,274	8,060	130,521	252,970	10,804	3,793	11,401	43,813
Time and one-half for first 3 or 4 hours then double time.....	23,403		13	476	11,525	5,416	360	272	199	5,142
Double time.....	64				64					
Other overtime rates.....	9,586	32	180	123	3,867	4,117	85		74	1,108
No information or no over- time policy.....	63,124	64	2,385	2,556	13,181	40,939	2,521	79	418	981
Total.....	582,882	294	18,935	12,123	160,793	307,646	15,716	4,144	12,092	51,064
Saturday										
Straight time.....	4,056		51	816	963	2,202	4			20
Time and one-quarter.....	3,570		32	92	296	1,917	1,159		20	54
Time and one-half.....	462,926	198	16,252	8,049	124,125	246,499	11,391	3,696	10,820	41,821
Time and one-half for first 3 or 4 hours then double time.....	19,560		13	476	7,558	4,799	360	290	217	5,847
Double time.....	6,485		22		1,476	3,485	167	37	359	939
Other overtime rates.....	14,329	32	34	123	8,988	3,749	85		210	1,108
No information or no over- time policy.....	71,956	64	2,531	2,567	17,387	44,995	2,550	121	466	1,275
Total.....	582,882	294	18,935	12,123	160,793	307,646	15,716	4,144	12,092	51,064
Only After Weekly Hours										
Time and one-quarter.....	3,061		23		13	2,581	444			
Time and one-half.....	133,985	95	1,296	1,200	62,753	60,486	3,788	773	738	2,856
Double time.....	137			26	65	22				24
Other overtime rates.....	1,566	46			942	508	28	42		
Total.....	138,749	141	1,319	1,226	63,773	63,597	4,260	815	738	2,880
Sunday										
Straight time.....	2,853			695	493	1,459	186			20
Time and one-quarter.....	2,583		31	7	179	2,030	336			
Time and one-half.....	(2) 367,447	90	9,791	5,705	88,747	216,961	3,700	1,876	4,573	35,929
Double time.....	159,636	165	6,646	2,947	60,761	59,192	8,578	2,205	6,608	12,534
Other overtime rates.....	9,211		70	95	5,953	2,536		187	143	227
No information or no over- time policy.....	179,901	180	3,716	3,900	68,433	89,065	7,176	691	1,506	5,234
Total.....	721,631	435	20,254	13,349	224,566	371,243	19,976	4,959	12,830	53,944
Statutory Holidays										
Straight time.....	66,838	56	2,078	3,738	21,053	36,601	1,925	115	300	897
Time and one-quarter.....	4,156		8	7	100	2,517	902	9		613
Time and one-half.....	171,821	77	4,261	3,943	56,083	76,557	3,579	479	2,655	24,187
Double time.....	(3) 267,049	167	12,115	2,807	79,202	136,576	10,193	546	6,414	19,029
Double time and one-half.....	121,644		367	1,829	28,293	80,623	939	3,513	1,248	4,832
Triple time.....	12,932			95	5,906	6,256	41	121	274	384
Other overtime rates.....	28,665	30	641		8,425	15,121	605	35	1,381	2,332
No information or no over- time policy.....	48,476	105	784	930	25,504	16,992	1,792	141	558	1,670
Total.....	721,631	435	20,254	13,349	224,566	371,243	19,976	4,959	12,830	53,944

(1) Includes one establishment located in the Northwest Territories.

(2) Includes ten establishments, employing 913 workers, paying time and one-half for the first three or four hours of overtime and double time thereafter.

(3) Ninety-one establishments, employing 20,682 workers, reported paying time and one-half for work on statutory holidays not paid for if not worked.

TABLE IVb.—OVERTIME RATES OF PAY FOR PLANT WORKERS BY PROVINCE

Manufacturing Industries of Canada, October 1949

Number of Establishments

Overtime Rates of Pay	Canada (1)	Prince Edward Island	Nova Scotia	New Brun- swick	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Colum- bia
Monday through Friday										
Straight time.....	70		2	4	18	43	1			2
Time and one-quarter.....	80		2	2	5	40	31			
Time and one-half.....	3,159	7	102	54	853	1,311	112	80	190	449
Time and one-half for first 3 or 4 hours then double time.....	175		1	1	48	48	6	6	5	60
Double time.....	3					3				
Other overtime rates.....	81	1	4	3	23	27	3		8	12
No information or no over- time policy.....	1,484	4	75	64	273	932	60	10	23	43
Total.....	5,052	12	186	128	1,220	2,404	213	96	226	566
Saturday										
Straight time.....	68		2	4	15	44	1			2
Time and one-quarter.....	66		2	2	5	38	17		1	1
Time and one-half.....	2,910	7	101	53	765	1,207	122	75	178	401
Time and one-half for first 3 or 4 hours then double time.....	191		1	1	49	51	6	7	5	71
Double time.....	104		1		20	43	2	3	6	29
Other overtime rates.....	84	1	3	3	24	28	3		10	12
No information or no over- time policy.....	1,629	4	76	65	342	993	62	11	26	50
Total.....	5,052	12	186	128	1,220	2,404	213	96	226	566
Only After Weekly Hours										
Time and one-quarter.....	45		1		1	34	9			
Time and one-half.....	1,280	3	22	17	473	569	66	45	27	58
Double time.....	4			1	1	1	1			1
Other overtime rates.....	27	2			11	12	1	1		
Total.....	1,356	5	23	18	486	616	76	46	27	59
Sunday										
Straight time.....	48			3	7	34	2			2
Time and one-quarter.....	43			1	3	31	6			
Time and one-half.....	(2) 1,822	5	49	30	342	951	40	59	71	274
Double time.....	1,305	4	55	30	387	435	75	36	84	199
Other overtime rates.....	73		3	2	14	20		6	24	4
No information or no over- time policy.....	3,117	8	100	80	953	1,549	166	41	74	146
Total.....	6,408	17	209	146	1,706	3,020	289	142	253	625
Statutory Holidays										
Straight time.....	1,037	3	56	48	197	654	38	5	13	22
Time and one-quarter.....	61		1	1	2	42	11	1		3
Time and one-half.....	1,669	4	51	25	444	724	59	27	69	266
Double time.....	(3) 1,782	3	59	33	485	762	102	19	96	223
Double time and one-half...	434		2	5	68	236	13	75	15	20
Triple time.....	51				14	28	1	2	1	5
Other overtime rates.....	207	2	9	2	35	101	12	1	29	16
No information or no over- time policy.....	1,167	5	31	32	461	473	53	12	30	70
Total.....	6,408	17	209	146	1,706	3,020	289	142	253	625

(1) Includes one establishment in the Northwest Territories.

(2) See footnote (2) Table IVa.

(3) See footnote (2) Table IVa.

TABLE Va.—OVERTIME RATES OF PAY

Manufacturing Industries

Number of

Overtime Rates of Pay	All Manufacturing Industries	Food and Bever- ages	Tobacco and Tobacco Pro- ducts	Rubber Pro- ducts	Leather Pro- ducts	Textile Pro- ducts (except Cloth- ing)	Cloth- ing (Textile and Fur)	Wood Pro- ducts	Paper Pro- ducts
Monday through Friday									
Straight time.....	4,563	1,788			197	342	316	894	168
Time and one-quarter.....	4,233	395			139	101	2,007	397	247
Time and one-half.....	477,909	52,917	6,617	13,607	6,837	30,946	32,372	36,609	50,562
Time and one-half for the first 3 or 4 hours then double time.....	23,403	320						128	1,162
Double time.....	64	28							
Other overtime rates.....	9,586	1,532			203	2,951	311	109	546
No information or no overtime policy	63,124	15,772	794	420	4,944	2,249	10,867	9,850	816
Total.....	582,882	72,752	7,411	14,027	12,320	36,589	45,873	47,987	53,501
Saturday									
Straight time.....	4,056	1,804			197	74	233	637	168
Time and one-quarter.....	3,570	542			113	101	1,304	379	247
Time and one-half.....	462,926	51,991	6,617	13,607	6,652	30,318	29,404	36,249	49,593
Time and one-half for first 3 or 4 hours then double time.....	19,560	320				62	73	128	1,445
Double time.....	6,485	284				238	100	274	505
Other overtime rates.....	14,329	1,496			203	2,951	165	109	432
No information or no overtime policy	71,956	16,315	794	420	5,155	2,845	14,594	10,211	1,111
Total.....	582,882	72,752	7,411	14,027	12,320	36,589	45,873	47,987	53,501
Only After Weekly Hours									
Time and one-quarter.....	3,061	281		37	30	632	697	125	124
Time and one-half.....	133,985	19,621	696	1,005	9,162	22,027	15,890	10,129	3,437
Double time.....	137	50							
Other overtime rates.....	1,566	309			120	97	138	549	45
Total.....	138,749	20,261	696	1,042	9,312	22,756	16,725	10,803	3,606
Sunday									
Straight time.....	2,853	1,466			161	67	158	492	26
Time and one-quarter.....	2,583	558			49	510	267	277	165
Time and one-half.....	(1) 367,447	32,956	5,188	11,995	4,735	41,675	16,327	31,093	47,405
Double time.....	159,636	26,458	1,843	462	860	6,320	6,171	7,367	4,846
Other overtime rates.....	9,211	668			62	170	108	275	408
No information or no overtime policy	179,901	30,907	1,076	2,612	15,765	10,603	39,567	19,286	4,257
Total.....	721,631	93,013	8,107	15,069	21,632	59,345	62,598	58,790	57,107
Statutory Holidays									
Straight time.....	66,838	16,504	483	57	5,151	4,676	9,607	7,560	1,121
Time and one-quarter.....	4,156	778			113	399	1,259	379	176
Time and one-half.....	171,821	16,683	1,339	1,356	5,867	20,483	20,551	31,002	21,204
Double time.....	(2) 267,049	35,662	2,031	11,601	3,316	10,785	10,701	9,276	6,449
Double time and one-half.....	121,644	12,609	2,132		1,016	19,242	3,026	1,721	24,348
Triple time.....	12,982	458			30			185	
Other overtime rates.....	28,665	5,592	1,726	1,878	759	1,556	1,067	1,691	2,735
No information or no overtime policy	48,476	4,727	396	177	5,380	2,204	16,387	6,976	1,074
Total.....	721,631	93,013	8,107	15,069	21,632	59,345	62,598	58,790	57,107

(1) See footnote (2) table IVa.

(2) See footnote (3) table IVa.

FOR PLANT WORKERS BY INDUSTRY

of Canada, October 1949

Workers

Overtime Rates of Pay	Printing Publish- ing and Allied Indus- tries	Iron and Steel Pro- ducts	Trans- porta- tion Equip- ment	Non- Ferrous Metal Pro- ducts	Elec- trical Appara- tus and Supplies	Non- Metallie Mineral Pro- ducts	Pro- ducts of Petrol- eum and Coal	Chem- ical Pro- ducts	Miscel- laneous Manu- factur- ing Indus- tries
Monday through Friday									
Straight time.....	54	108	276	86	.....	.....	.....	24	310
Time and one-quarter.....	5	196	39	33	84	307	.....	142	141
Time and one-half.....	14,711	90,310	61,748	13,516	22,045	12,217	8,726	18,537	5,632
Time and one-half for the first 3 or 4 hours then double time.....	6,007	3,484	5,264	124	6,669	.....	.....	206	39
Double time.....	.....	18	.....	.....	.....	.....	.....	.....	.....
Other overtime rates.....	378	281	1,159	1,258	518	.....	.....	59	281
No information or no overtime policy..	431	3,922	4,723	1,156	870	2,455	219	1,394	2,242
Total.....	21,586	98,319	73,227	16,173	30,186	14,979	8,945	20,362	8,645
Saturday									
Straight time.....	66	108	349	86	.....	.....	.....	24	310
Time and one-quarter.....	5	215	.....	33	41	307	.....	142	141
Time and one-half.....	10,543	86,614	61,479	12,482	22,364	12,204	8,661	18,578	5,570
Time and one-half for first 3 or 4 hours then double time.....	6,019	4,483	5,289	124	1,573	.....	.....	20	24
Double time.....	3,631	982	108	217	85	.....	.....	46	15
Other overtime rates.....	581	461	1,086	1,258	5,206	.....	.....	59	322
No information or no overtime policy..	741	5,456	4,916	1,973	917	2,468	284	1,493	2,263
Total.....	21,586	98,319	73,227	16,173	30,186	14,979	8,945	20,362	8,645
Only After Weekly Hours									
Time and one-quarter.....	263	60	7	487	.....	9	.....	51	258
Time and one-half.....	2,495	20,734	5,245	9,803	3,973	2,694	30	4,579	2,465
Double time.....	.....	22	.....	.....	.....	.....	.....	65	.....
Other overtime rates.....	49	.....	73	.....	142	18	.....	26	.....
Total.....	2,807	20,816	5,325	10,290	4,115	2,721	30	4,721	2,723
Sunday									
Straight time.....	39	108	6	.....	.....	.....	.....	20	310
Time and one-quarter.....	69	152	7	.....	.....	129	.....	175	225
Time and one-half.....	2,150	71,822	43,467	11,639	19,933	8,723	2,859	11,613	3,867
Double time.....	19,219	33,445	25,558	3,371	5,474	3,497	5,831	7,079	1,835
Other overtime rates.....	227	264	281	1,241	5,129	164	.....	53	161
No information or no overtime policy..	2,689	13,344	9,233	10,212	3,765	5,187	285	6,143	4,970
Total.....	24,393	119,135	78,552	26,463	34,301	17,700	8,975	25,083	11,368
Statutory Holidays									
Straight time.....	425	4,289	2,861	7,408	907	1,607	145	2,111	1,926
Time and one-quarter.....	263	110	46	.....	.....	93	.....	107	433
Time and one-half.....	2,023	24,055	12,732	3,770	2,014	2,355	252	2,992	3,143
Double time.....	16,958	63,427	38,746	10,545	13,344	6,921	7,551	15,699	4,037
Double time and one-half.....	736	19,589	15,545	2,043	16,263	1,056	475	1,750	93
Triple time.....	2,381	3,246	5,085	643	98	732	.....	124	.....
Other overtime rates.....	957	2,424	933	985	491	3,894	488	1,076	413
No information or no overtime policy..	650	1,995	2,604	1,069	1,184	1,042	64	1,224	1,323
Total.....	24,393	119,135	78,552	26,463	34,301	17,700	8,975	25,083	11,368

TABLE Vb.—OVERTIME RATES OF PAY

Manufacturing Industries

Number of

Overtime Rates of Pay	All Manufacturing Industries	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products
Monday through Friday									
Straight time.....	70	18	.....	.....	3	4	7	15	3
Time and one-quarter.....	80	5	.....	.....	4	4	33	6	3
Time and one-half.....	3,159	425	13	23	77	167	365	351	193
Time and one-half for the first 3 or 4 hours then double time.....	175	6	.....	.....	.....	.....	.....	3	12
Double time.....	3	1	.....	.....	.....	.....	.....	.....	.....
Other overtime rates.....	81	24	.....	.....	5	3	4	4	5
No information or no overtime policy	1,484	278	15	1	111	71	236	255	23
Total.....	5,052	757	28	24	200	249	645	634	239
Saturday									
Straight time.....	68	18	.....	.....	3	3	6	13	3
Time and one-quarter.....	66	6	.....	.....	3	4	21	5	3
Time and one-half.....	2,910	412	13	23	73	152	310	340	183
Time and one-half for the first 3 or 4 hours then double time.....	191	6	.....	.....	.....	1	1	3	15
Double time.....	104	4	.....	.....	.....	1	2	6	3
Other overtime rates.....	84	23	.....	.....	5	3	3	4	4
No information or no overtime policy	1,629	288	15	1	116	85	302	263	28
Total.....	5,052	757	28	24	200	249	645	634	239
Only After Weekly Hours									
Time and one-quarter.....	45	5	.....	1	1	8	10	3	3
Time and one-half.....	1,280	210	2	6	98	85	179	144	40
Double time.....	4	2	.....	.....	.....	.....	.....	.....	.....
Other overtime rates.....	27	6	.....	.....	3	3	3	1	1
Total.....	1,356	223	2	7	102	96	192	148	44
Sunday									
Straight time.....	48	16	.....	.....	1	2	4	11	2
Time and one-quarter.....	43	9	.....	.....	1	6	4	3	3
Time and one-half.....	(1) 1,822	304	11	16	36	126	118	273	160
Double time.....	1,805	150	2	5	13	29	43	86	44
Other overtime rates.....	73	32	.....	.....	1	2	3	5	3
No information or no overtime policy	3,117	469	17	10	250	180	665	404	71
Total.....	6,408	980	30	31	302	345	837	782	283
Statutory Holidays									
Straight time.....	1,037	217	6	2	80	51	142	159	19
Time and one-quarter.....	61	6	.....	.....	3	7	14	6	3
Time and one-half.....	1,669	218	6	6	69	95	220	322	102
Double time.....	(2) 1,782	250	5	20	31	67	108	102	58
Double time and one-half.....	434	96	1	.....	7	48	30	19	64
Triple time.....	51	3	.....	.....	1	.....	.....	3	.....
Other overtime rates.....	207	59	4	2	6	7	16	10	14
No information or no overtime policy	1,167	131	8	1	105	70	307	161	23
Total.....	6,408	980	30	31	302	345	837	782	283

(1) See footnote (2) table IVa.

(2) See footnote (4) table IVa.

FOR PLANT WORKERS BY INDUSTRY

of Canada, October 1949

Establishments

Overtime Rates of Pay	Printing Publishing and Allied Indus- tries	Iron and Steel Pro- ducts	Trans- porta- tion Equip- ment	Non- Ferrous Metal Pro- ducts	Elec- trical Appara- tus and Supplies	Non- Metallic Mineral Pro- ducts	Pro- ducts of Petrol- eum and Coal	Chem- ical Pro- ducts	Miscel- laneous Manu- factur- ing Indus- tries
Monday through Friday									
Straight time.....	2	4	5	1				2	6
Time and one-quarter.....	1	7	1	1	3	6		3	3
Time and one-half.....	237	502	250	81	79	109	36	179	72
Time and one-half for the first 3 or 4 hours then double time.....	88	33	21	2	5			3	2
Double time.....	5	1							
Other overtime rates.....	19	6	11	2	3	3		3	6
No information or no overtime policy..	19	90	149	29	18	62	11	62	54
Total.....	352	643	438	116	108	177	47	252	143
Saturday									
Straight time.....	3	4	6	1				2	6
Time and one-quarter.....	1	8		1	2	6		3	3
Time and one-half.....	164	458	241	73	78	109	34	176	71
Time and one-half for the first 3 or 4 hours then double time.....	94	41	22	2	4			1	1
Double time.....	53	23	6	2	1			2	1
Other overtime rates.....	8	9	10	2	3			3	7
No information or no overtime policy..	29	100	153	35	20	62	13	65	54
Total.....	352	643	438	116	108	177	47	252	143
Only After Weekly Hours									
Time and one-quarter.....	3	2	1	2		1		2	3
Time and one-half.....	54	156	70	45	39	45	1	73	33
Double time.....		1						1	
Other overtime rates.....	1		5		2	1		1	
Total.....	58	159	76	47	41	47	1	77	36
Sunday									
Straight time.....	1	3	1					1	6
Time and one-quarter.....	2	4	1			3		4	3
Time and one-half.....	55	266	125	50	61	76	17	96	32
Double time.....	262	321	136	33	36	40	18	65	22
Other overtime rates.....	3	2	10	1	2	2		2	5
No information or no overtime policy..	87	206	241	79	50	103	13	161	111
Total.....	410	802	514	163	149	224	48	329	179
Statutory Holidays									
Straight time.....	15	86	95	25	16	36	3	43	42
Time and one-quarter.....	3	5	2			3		3	6
Time and one-half.....	71	194	116	57	23	49	6	67	48
Double time.....	252	365	169	35	50	69	24	144	33
Double time and one-half.....	11	59	24	13	35	6	4	16	1
Triple time.....	21	11	4	2	1	3		2	
Other overtime rates.....	12	17	13	5	7	17	3	7	8
No information or no overtime policy..	25	65	91	26	17	41	8	47	41
Total.....	410	802	514	163	149	224	48	329	179

Non-ferrous Metal Products Industries were in establishments paying overtime only after weekly hours.

Payment for Work on Sundays

Almost one-half of the establishments included in the survey, employing about one-quarter of the workers in the Manufacturing industries, did not report any overtime policy for work on Sunday. This was probably because no work has been done on a Sunday and none is anticipated. Sixty-eight per cent of the workers who were in the establishments reporting an overtime policy for work on Sunday were entitled to receive time and one-half, and 29 per cent were entitled to receive double time.

In only two industries were more than half the workers employed in establishments which paid double time for work on Sunday: Printing, Publishing and Allied Industries, 79 per cent, and Products of Petroleum and Coal, 65 per cent (see chart on p. 1849). Straight time and time and one-quarter for work on Sunday was paid by a small number of establishments, most of which were located in Ontario.

Payment for Work on Statutory Holidays

Thirty-seven per cent of the workers in Canadian manufacturing were in establishments paying double time for work on statutory holidays, 24 per cent were in establishments paying time and one-half, and 17 per cent were in establishments

paying double time and one-half. Triple time was reported paid by 51 establishments employing about two per cent of the employees. Nine per cent of the workers were entitled to straight time only for work on statutory holidays, and a small number were entitled to time and one-quarter. Statutory holidays here include the days when the plant is not operating by reason of Dominion, Provincial or Municipal holidays, or because of religious holidays regularly observed.

The largest group of workers in Prince Edward Island, Nova Scotia, Quebec, Ontario, Manitoba and Alberta were in establishments paying double time for work on statutory holidays, while the largest group in New Brunswick and British Columbia were in establishments paying time and one-half. In Saskatchewan, 71 per cent of the workers were entitled to receive double time and one-half.

In ten of the major industries the largest proportion of workers were employed in establishments reporting double time for work on statutory holidays, in four of the industries the largest proportion were in establishments reporting time and one-half, and in three the largest proportion were in those reporting double time and one-half. The industry having the largest proportion of its workers entitled to double time on statutory holidays, 84 per cent, is the Products of Petroleum and Coal Industry; and that having the largest proportion entitled to double time and one-half, 47 per cent, is the Electrical Apparatus and Supplies Industry (see chart on p. 1849).

Vacations with Pay

In 1949, more than 99 per cent of the plant workers in the manufacturing industries of Canada were employed in establishments which reported an annual vacation with pay policy for their employees. Ninety-three per cent of these workers were entitled to receive an initial vacation of one week with pay, or an equivalent, generally after a year of employment. Most of the remaining workers were in establishments which gave an initial vacation of two weeks, or the equivalent, usually after a year of employment.

Three-quarters of the employees were working in establishments which gave longer periods of vacation with pay as the worker's term of employment increased. Forty-five per cent of the workers were eligible to receive a maximum vacation of two weeks with pay, or an equivalent, generally after they had been employed five

years; and over 30 per cent were eligible for a maximum of three weeks, or the equivalent, usually after 15, 20 or 25 years of employment. Most of the establishments which reported a maximum vacation of three weeks with pay also gave an intermediate vacation period of two weeks, mainly after five years' service.

Since comparable information on vacations with pay was published⁵ the proportion of workers eligible to receive a maximum vacation of three weeks has increased from 20 per cent to over 30 per cent.

Almost 3,000 establishments, employing more than 55 per cent of the plant workers in manufacturing, reported that their plants

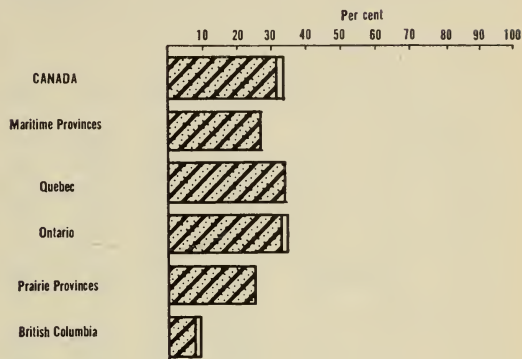
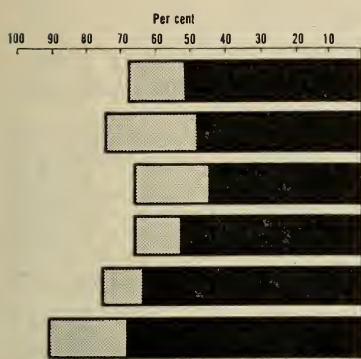
(Continued on p. 1864)

⁵ "Vacations with Pay in Manufacturing Industries, October, 1947", THE LABOUR GAZETTE, April 1949.

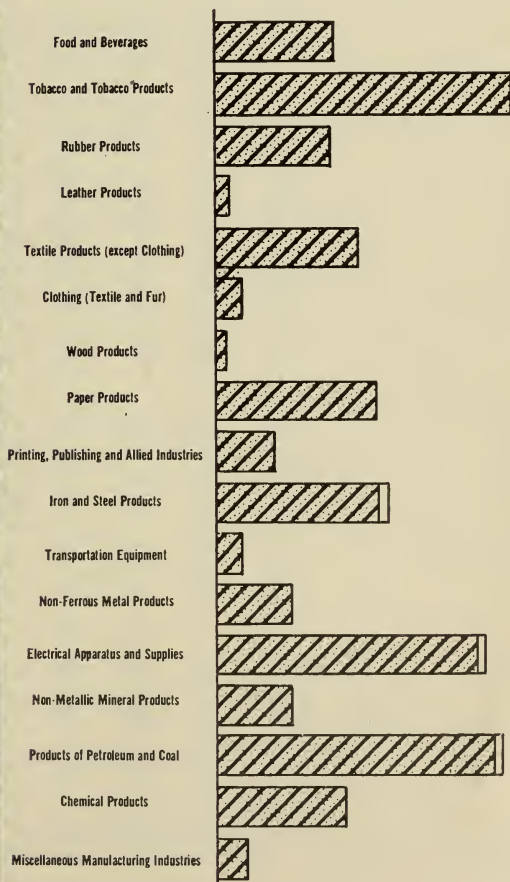
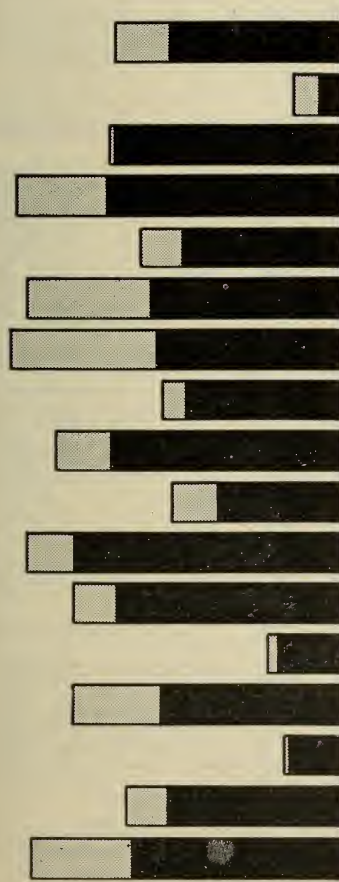
Maximum Vacations with Pay in Manufacturing, October, 1949

Proportion of Workers Becoming Eligible

BY REGION



BY INDUSTRY



1 week
or equivalent

2 weeks
or equivalent

3 weeks
or equivalent

4 weeks

TABLE VIa.—VACATIONS WITH PAY: NUMBER OF WORKERS BY PROVINCE

Manufacturing Industries of Canada, October 1949

Length of Vacation and Service Requirements	Canada ⁽¹⁾	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
INITIAL VACATION										
One Week or Equivalent	661,536	209	16,025	8,189	211,339	347,667	17,149	1,212	11,250	48,496
One Week After:										
No specified service	13,257		276	3	5,750	6,461	404		94	269
1 to 5 months	14,897		1,198		4,276	9,383				40
6 months	36,476	32	1,282	667	12,540	16,702	2,395	561	492	1,805
7 to 11 months	11,643				8,150	2,003	293			84
1 year	536,920	177	12,818	7,351	154,091	296,142	13,812	634	10,495	41,400
Other	2,399		307		442	575			30	934
2 per cent of earnings	41,630		76	168	24,709	16,176	102	17	55	327
½ day per month	4,314		68		1,381	225	32			2,608
Two Weeks or Equivalent	52,186	95	2,527	2,802	11,598	22,251	2,619	3,745	1,542	4,932
Two Weeks After:										
No specified service	4,422		277		1,904	2,176		30	26	9
Less than 1 year	5,707		19	1,312	2,461	1,725		112	28	50
1 year	35,237	95	2,156	1,490	6,454	14,435	2,619	3,460	1,443	3,010
Other	1,059		75		100	665				219
4 per cent of earnings	3,010				407	2,496		107		
1 day per month	2,751				272	754		36	45	1,644
Other Vacation Periods	1,071				112	715		2		242
Total	714,793	304	18,552	10,991	223,049	370,633	19,768	4,959	12,792	53,670
MAXIMUM VACATION										
Two Weeks or Equivalent	322,517	32	6,000	3,175	88,666	175,133	9,192	498	7,349	32,472
Two Weeks After:										
Less than 1 year	2,134			303	479	980	160			212
1 year	19,916	32	151	72	6,005	9,460	1,897	457	743	1,099
2 years	30,779		517	287	6,761	8,506	1,853	39	6,537	6,279
3 years	31,066		2,503		5,353	18,280	391		39	4,500
5 years	207,482		2,618	1,685	60,350	119,142	4,496	2		19,189
6 to 9 years	3,078		84	6	1,390	1,467	105			26
10 years	10,507		30	654	3,012	6,073	241			497
Other	5,486		21		1,651	3,172	49			593
4 per cent of earnings	12,018		76	168	3,665	8,053			30	26
1 day per month	51									51
Three Weeks or Equivalent	219,727	123	6,502	1,484	74,666	123,370	3,846	1,324	4,050	4,287
Three Weeks After:										
No specified service	19									19
Less than 10 years	1,040				348	483	61	79	63	6
10 years	2,671			54	156	1,953	74		282	152
15 years	29,126	23	431		9,926	14,376	17	403	1,102	2,773
20 years	(2)75,310	100	765	1,113	22,433	44,191	2,785	720	2,041	1,162
25 years	88,532		5,306	317	25,390	56,160	627	16	541	175
30 years	3,257				369	2,635	253			
Other	(3)8,731				5,873	2,702	29	106	21	
6 per cent of earnings	11,041				10,171	870				
Four Weeks After:	3,833	13			682	2,717				421
10 years	70				7	63				
25 years	3,763	13			675	2,654				421
Other Vacation Periods	1,260		27	6	659	128	132	175	114	19
No Increase Over Initial Vacation:	167,456	136	6,023	6,326	58,376	69,285	6,598	2,962	1,279	16,471
One week or equivalent	124,033	41	3,943	3,530	48,525	51,416	4,070	19	309	12,180
Two weeks or equivalent	43,252	95	2,080	2,796	9,739	17,812	2,528	2,941	970	4,291
Other vacation periods	171				112	57		2		
Total	714,793	304	18,552	10,991	223,049	370,633	19,768	4,959	12,792	53,670

Note: Establishments employing 6,838 plant workers did not report information on vacation with pay.

(1) Includes 75 workers in the Northwest Territories.

(2) Includes 27 establishments reporting a maximum vacation of three weeks after 20 years for men and after 15 years for women.

(3) Most of these workers were in five establishments requiring 21 years of employment.

**TABLE VII.—VACATIONS WITH PAY: NUMBER OF ESTABLISHMENTS
BY PROVINCE**

Manufacturing Industries of Canada, October 1949

Length of Vacation and Service Requirements	Canada (1)	Prince Edward Island	Nova Scotia	New Brunsw- wick	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Colum- bia
INITIAL VACATION										
One Week or Equivalent...	5,486	8	119	74	1,505	2,764	240	28	203	545
One Week After:										
No specified service.....	190		6	1	63	102	6		5	7
1 to 5 months.....	137		2		34	99				2
6 months.....	470	1	14	9	133	233	27	18	13	22
7 to 11 months.....	40				7	21	2		2	8
1 year.....	4,342	7	90	63	1,137	2,190	202	9	180	464
Other.....	23		4		6	5	1		1	6
2 per cent of earnings.....	234		1	1	110	110	1	1	2	8
½ day per month.....	50		2		15	4	1			28
Two Weeks or Equivalent	721	3	34	25	155	231	41	113	48	70
Two Weeks After:										
No specified service.....	44		5		17	18		1	2	1
Less than 1 year.....	58		1	4	32	16		2	1	2
1 year.....	567	3	26	21	97	177	41	106	44	51
Other.....	10		2		3	4				1
4 per cent of earnings.....	16				4	11		1		
1 day per month.....	26				2	5		3	1	15
Other Vacation Periods...	11				2	6		1		2
Total.....	6,218	11	153	99	1,662	3,001	281	142	251	617
MAXIMUM VACATION										
Two Weeks or Equivalent	2,469	1	44	14	547	1,291	118	18	170	266
Two Weeks After:										
Less than 1 year.....	18			1	3	11	1			2
1 year.....	289	1	5	2	64	140	17	15	21	24
2 years.....	421		5	2	66	129	32	2	147	38
3 years.....	273		12		61	151	11		1	37
5 years.....	1,219		18	6	302	709	50	1		133
6 to 10 years.....	30		1	1	6	19	2			1
10 years.....	111		1	1	19	71	4			15
Other.....	62		1		13	33	1			14
4 per cent of earnings.....	45		1	1	13	28			1	1
1 day per month.....	1									1
Three Weeks or Equivalent	730	3	10	6	207	401	26	16	25	35
Three Weeks After:										
No specified service.....	1									1
Less than 10 years.....	16				6	5	1	1	2	1
10 years.....	34			1	6	20	1		3	3
15 years.....	122	2	2		37	56	1	2	5	16
20 years.....	(2) 221	1	4	3	60	123	11	5	7	7
25 years.....	277		4	2	80	168	8	1	7	7
30 years.....	15				1	12	2			
Other.....	(3) 24				3	11	2	7	1	
6 per cent of earnings.....	20				14	6				
Four Weeks After:	14	1			2	9				2
10 years.....	2				1	1				
25 years.....	12	1			1	8				2
Other Vacation Periods...	24		2	1	6	6	2	2	3	2
No Increase Over Initial Vacation.....	2,981	6	97	78	900	1,294	135	106	53	312
One week or equivalent.....	2,329	3	66	54	755	1,090	97	3	11	250
Two weeks or equivalent.....	647	3	31	24	143	202	38	102	42	62
Other vacation periods.....	5				2	2		1		
Total.....	6,218	11	153	99	1,662	3,001	281	142	251	617

NOTE: Information on vacations with pay was not reported by 190 establishments.

(1) Includes one establishment located in the Northwest Territories.

(2) See footnote (2) Table VIa.

(3) See footnote (3) Table VIa.

TABLE VIIa.—VACATIONS WITH PAY: NUMBER OF

Manufacturing Industries of Canada,

Length of Vacation and Service Requirements	All Manufacturing Industries	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products
INITIAL VACATION									
One Week or Equivalent	661,536	78,739	8,107	15,064	14,842	54,448	57,298	54,592	55,961
One Week After:									
No specified service.....	13,257	1,015	.....	.....	227	1,086	3,108	988	217
1 to 5 months.....	14,897	1,111	.....	37	1,718	2,603	1,448	967	314
6 months.....	36,476	6,755	.....	24	2,856	2,970	6,298	1,358	763
7 to 11 months.....	11,643	583	.....	.....	323	54	280	525	.....
1 year.....	536,920	65,563	7,854	14,309	8,851	31,591	39,802	48,192	53,505
Other.....	2,399	245	.....	274	.....	.....	261	225	.....
2 per cent of earnings.....	41,630	2,545	.....	.....	859	16,036	5,830	2,001	216
½ day per month.....	4,314	892	253	420	8	108	271	336	946
Two Weeks or Equivalent	52,186	11,536	.....	5	6,726	4,762	4,965	973	942
Two Weeks After:									
No specified service.....	4,422	2,052	.....	.....	652	100	864	9	102
Less than 1 year.....	5,707	92	.....	.....	2,550	2,161	241	.....	180
1 year.....	35,237	7,230	.....	5	3,410	524	2,994	835	544
Other.....	1,059	213	.....	.....	.....	.....	390	77	.....
4 per cent of earnings.....	3,010	107	.....	.....	114	1,977	476	.....	116
1 day per month.....	2,751	1,842	.....	.....	.....	.....	.....	52	.....
Other Vacation Periods	1,071	236	.....	.....	.....	.....	19	369	.....
Total.....	714,793	90,511	8,107	15,069	21,568	59,210	62,282	55,934	56,903
MAXIMUM VACATION									
Two Weeks or Equivalent	322,517	35,092	599	9,897	7,926	22,758	29,508	28,936	25,517
Two Weeks After:									
Less than 1 year.....	2,134	212	.....	.....	514	49	84	.....	.....
1 year.....	19,916	6,481	.....	.....	1,788	1,239	2,612	838	481
2 years.....	30,779	5,615	208	.....	333	719	7,992	1,345	130
3 years.....	31,066	5,970	.....	.....	911	1,271	3,414	660	5,060
5 years.....	207,482	11,574	138	9,720	3,021	16,733	12,338	24,019	18,845
6 to 9 years.....	3,078	22	.....	.....	199	819	81	.....	158
10 years.....	10,507	2,767	253	.....	552	242	999	1,015	645
Other.....	5,486	1,401	.....	177	358	658	730	816	198
4 per cent of earnings.....	12,018	999	.....	.....	250	1,028	1,258	243	.....
1 day per month.....	51	51	.....	.....	.....	.....	.....	.....	.....
Three Weeks or Equivalent	219,727	31,644	6,977	4,946	866	24,306	5,126	1,267	26,675
Three Weeks After:									
No specified service.....	19	.....	.....	.....	.....	.....	.....	.....	.....
Less than 10 years.....	1,040	94	.....	.....	353	2	174	79	.....
10 years.....	2,671	305	.....	.....	.....	.....	51	.....	.....
15 years.....	29,126	2,763	.....	1,581	312	4,921	474	58	5,693
20 years.....	(1) 75,310	19,191	5,447	3,365	122	1,590	51	299	19,081
25 years.....	88,532	8,275	1,530	.....	.....	7,903	1,192	747	1,685
30 years.....	3,257	59	.....	.....	79	72	2,281	.....	25
Other.....	(2) 8,731	957	.....	.....	.....	.....	456	84	.....
6 per cent of earnings.....	11,041	.....	.....	.....	.....	9,818	447	.....	191
Four Weeks After:	3,833	70	.....	.....	.....	.....	38	.....	.....
10 years.....	.....	70	.....	.....	.....	.....	.....	.....	.....
25 years.....	3,763	.....	.....	.....	.....	.....	38	.....	.....
Other Vacation Periods	1,360	262	.....	.....	32	114	462	.....	.....
No Increase Over Initial Vacation	167,456	23,443	531	226	12,744	12,032	27,148	25,731	4,711
One week or equivalent.....	124,033	13,111	531	221	6,018	7,270	22,215	24,758	3,885
Two weeks or equivalent.....	43,252	10,332	.....	5	6,726	4,762	4,914	973	826
Other vacation periods.....	171	.....	.....	.....	.....	.....	19	.....	.....
Total.....	714,793	90,511	8,107	15,069	21,568	59,210	62,282	55,934	56,903

NOTE: Establishments employing 6,838 plant workers did not report information on vacations with pay.

(1) See footnote (2) table VIa.

(2) See footnote (3) table VIa.

WORKERS BY INDUSTRY

October 1949

Length of Vacation and Service Requirements	Printing Publishing and Allied Industries	Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products	Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing Industries
INITIAL VACATION									
One Week or Equivalent.....	17,293	115,576	76,238	25,433	34,036	17,135	3,566	22,098	11,110
One Week After:									
No specified service.....	349	2,217	3,057	89	298	125		120	361
1 to 5 months.....	230	1,586	2,439	261	696	504		660	323
6 months.....	2,649	2,421	2,495	710	258	228	90	5,512	1,059
7 to 11 months.....	147	406	2,971	457	5,639			234	24
1 year.....	13,361	106,325	56,311	23,455	26,082	14,559	3,476	15,002	8,682
Other.....	111	266	782					212	23
2 per cent of earnings.....	172	2,076	8,031	401	968	1,688		169	638
1 day per month.....	274	279	152	60	95	31		189	
Two Weeks or Equivalent.....	7,013	3,306	1,904	908	136	381	5,386	2,985	258
Two Weeks After:									
No specified service.....	65	183	5	223	58	34	30	45	
Less than 1 year.....	165	48	39	77				107	47
1 year.....	6,082	2,950	1,603	608	78	262	5,103	2,798	211
Other.....	160		219						
4 per cent of earnings.....	30	125				65			
1 day per month.....	511		38			20	253	35	
Other Vacation Periods.....	2	160	44	112	129				
Total.....	24,308	119,042	78,186	26,453	34,301	17,516	8,952	25,083	11,368
MAXIMUM VACATION									
Two Weeks or Equivalent.....	9,999	41,301	60,248	16,712	6,672	8,835	974	10,871	6,672
Two Weeks After:									
Less than 1 year.....	160	590	50					79	396
1 year.....	1,980	661	1,159	386	301	2	63	1,184	741
2 years.....	976	2,063	1,778	3,529	222	1,487	370	3,245	767
3 years.....	1,746	4,545	1,904	316	721	835		3,293	420
5 years.....	4,428	29,898	47,647	12,077	4,525	5,883	541	2,523	3,572
6 to 9 years.....	14	1,199	310		216			60	
10 years.....	588	1,398	406	356	65	547		440	234
Other.....	107	395	398	48	96	4		47	53
4 per cent of earnings.....		552	6,596		526	77			489
1 day per month.....									
Three Weeks or Equivalent.....	4,053	55,888	5,055	5,632	25,981	3,610	7,232	9,405	1,064
Three Weeks After:									
No specified service.....								19	
Less than 10 years.....			104	40				17	177
10 years.....	147	413	234	302	705	185		181	148
15 years.....	383	1,808	264		919	835	5,777	3,074	264
20 years.....	255	6,744	1,889	736	15,101	643		424	372
25 years.....	2,825	46,401	2,564	4,525	1,740	1,947	1,455	5,640	103
30 years.....	443	294		29					
Other.....					7,159			50	
6 per cent of earnings.....		228			357				
Four Weeks After:		3,169			412		144		
10 years.....									
25 years.....		3,169			412		144		
Other Vacation Periods.....	30	105			25	47		183	
No Increase Over Initial Vacation	10,226	18,579	12,883	4,109	1,211	5,024	602	4,624	3,632
One week or equivalent.....	3,988	15,551	11,040	3,374	1,100	4,643	72	2,792	3,434
Two weeks or equivalent.....	6,236	2,998	1,805	623	111	381	530	1,832	198
Other vacation periods.....	2		38	112					
Total.....	24,308	119,042	78,186	26,453	34,301	17,516	8,952	25,083	11,368

TABLE VIIIb.—VACATIONS WITH PAY: NUMBER OF

Manufacturing Industries of Canada,

Length of Vacation and Service Requirements	All Manufacturing Industries	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products
INITIAL VACATION									
One Week or Equivalent	5,486	754	30	30	224	310	743	678	268
One Week After:									
No specified service.....	190	27			10	11	40	20	3
1 to 5 months.....	137	6		1	18	14	28	12	4
6 months.....	470	79		1	23	27	101	28	10
7 to 11 months.....	40	3			4	2	6	5	
1 year.....	4,342	612	29	26	151	215	499	570	246
Other.....	23	3		1			3	3	
2 per cent of earnings.....	234	15			17	37	62	29	3
½ day per month.....	50	9	1	1	1	4	4	11	2
Two Weeks or Equivalent	721	174		1	70	27	85	23	12
Two Weeks After:									
No specified service.....	44	5			9	1	7	1	2
Less than 1 year.....	58	1			28	6	6		1
1 year.....	567	149		1	31	16	67	18	8
Other.....	10	2					1	2	
4 per cent of earnings.....	16	1			2	4	4		1
1 day per month.....	26	16						2	
Other Vacation Periods	11	1					1	2	
Total.....	6,218	929	30	31	294	337	829	703	280
MAXIMUM VACATION									
Two Weeks or Equivalent	2,469	365	4	16	88	137	277	244	153
Two Weeks After:									
Less than 1 year.....	18	2			4	1	2		
1 year.....	289	72			15	13	51	14	5
2 years.....	421	97	2		6	15	77	28	4
3 years.....	273	54			18	11	35	15	26
5 years.....	1,219	100	1	15	33	85	88	168	107
6 to 9 years.....	30	2			2	2	1		2
10 years.....	111	25	1		3	1	2	9	7
Other.....	62	9		1	3	3	9	7	2
4 per cent of earnings.....	45	3			4	6	12	3	
1 day per month.....	1	1							
Three Weeks or Equivalent	730	162	13	8	8	47	27	8	59
Three Weeks After:									
No specified service.....	1								
Less than 10 years.....	16	2			4	1	1	1	
10 years.....	34	4					1		
15 years.....	122	22		2	2	5	4	1	8
20 years.....	(1) 221	72	10	6	1	7	1	1	40
25 years.....	277	47	3			20	8	4	8
30 years.....	15	1			1	1	8		
Other.....	(2) 24	14					2	1	1
6 per cent of earnings.....	20					13	2		2
Four Weeks or Equivalent	14	2					1		
10 years.....	2	2							
25 years.....	12						1		
Other Vacation Periods	24	2			1	1	1		
No Increase Over Initial Vacation	2,981	398	13	7	197	152	523	451	68
One week or equivalent.....	2,329	240	13	6	127	125	438	428	57
Two weeks or equivalent.....	647	158		1	70	27	84	23	11
Other vacation periods.....	5						1		
Total.....	6,218	929	30	31	294	337	829	703	280

NOTE: Information on vacations with pay was not reported by 190 establishments.

(1) See footnote (2) Table VIa.

(2) See footnote (3) Table VIa.

ESTABLISHMENTS BY INDUSTRY

October 1949

Length of Vacation and Service Requirements	Printing, Publishing and Allied Industries	Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products	Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing Industries
INITIAL VACATION									
One Week or Equivalent.....	307	755	441	146	142	197	27	265	169
One Week After:									
No specified service.....	11	27	19	3	3	3	.....	6	7
1 to 5 months.....	2	15	10	3	5	8	.....	8	3
6 months.....	40	29	27	13	5	4	2	63	18
7 to 11 months.....	4	3	2	2	4	.....	.....	4	1
1 year.....	244	654	366	121	117	160	25	173	134
Other.....	1	1	4	.....	.....	.....	.....	6	1
2 per cent of earnings.....	2	21	9	3	7	21	.....	3	5
½ day per month.....	3	5	4	1	1	1	.....	2	.....
Two Weeks or Equivalent.....	100	39	58	14	6	18	20	64	10
Two Weeks After:									
No specified service.....	4	2	2	3	2	3	1	2	.....
Less than 1 year.....	4	1	2	2	.....	.....	.....	5	2
1 year.....	83	34	52	9	4	13	18	56	8
Other.....	4	.....	1	.....	.....	.....	.....	.....	.....
4 per cent of earnings.....	1	2	.....	.....	.....	1	.....	.....	.....
1 day per month.....	4	.....	1	.....	.....	1	1	1	.....
Other Vacation Periods.....	1	1	2	2	1	.....	.....	.....	.....
Total.....	408	795	501	162	149	215	47	329	179
MAXIMUM VACATION									
Two Weeks or Equivalent.....	185	353	212	65	62	87	11	129	81
Two Weeks After:									
Less than 1 year.....	1	2	2	.....	.....	.....	.....	2	2
1 year.....	32	10	21	7	4	1	1	30	13
2 years.....	33	38	44	7	3	19	5	24	19
3 years.....	31	23	11	2	7	10	.....	23	7
5 years.....	67	237	108	43	38	49	5	41	34
6 to 9 years.....	1	12	5	.....	2	.....	.....	1	.....
10 years.....	16	19	5	5	2	5	.....	7	4
Other.....	4	7	11	1	2	1	.....	1	1
4 per cent of earnings.....	.....	5	5	.....	4	2	.....	.....	1
1 day per month.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Three Weeks or Equivalent.....	32	103	29	29	50	24	21	100	10
Three Weeks After:									
No specified service.....	.....	.....	3	1	.....	.....	.....	1	.....
Less than 10 years.....	.....	.....	.....	.....	.....	.....	.....	1	2
10 years.....	2	8	4	2	5	2	.....	5	1
15 years.....	4	6	4	.....	6	6	17	33	2
20 years.....	3	24	9	6	25	4	.....	9	3
25 years.....	21	62	9	19	8	12	4	50	2
30 years.....	2	1	.....	1	.....	.....	.....	.....	.....
Other.....	.....	.....	.....	.....	5	.....	.....	1	.....
6 per cent of earnings.....	.....	2	.....	.....	1	.....	.....	.....	.....
Four Weeks After:	.....	9	.....	.....	1	.....	1	.....	.....
10 years.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
25 years.....	.....	9	.....	.....	1	.....	1	.....	.....
Other Vacation Periods.....	1	1	.....	.....	1	1	.....	15	.....
No Increase Over Initial Vacation.	190	329	260	68	35	103	14	85	88
One week or equivalent.....	98	295	203	57	30	85	7	41	79
Two weeks or equivalent.....	91	34	56	9	5	18	7	44	9
Other vacation periods.....	1	.....	1	2	.....	.....	.....	.....	.....
Total.....	408	795	501	162	149	215	47	329	179

were shut down for a summer vacation period. About 1,600 plants, employing 159,000 workers, were shut down for one week, while 1,300 plants, employing 241,000 workers, were shut down for two weeks.

Provincial Legislation

Annual holidays with pay for most workers are provided by statute or under statutory authority in Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia. In all these provinces except Saskatchewan, a worker is entitled to one week's vacation with pay after a year of employment, and in Alberta he is entitled to a second week's vacation after two years' service. In Saskatchewan, a worker is entitled to two weeks' vacation with pay after a year of employment.

The rate of pay for the vacation is two per cent of annual earnings, or regular weekly pay if on a time basis, in Quebec, two per cent of annual earnings in Ontario, regular pay in Manitoba, Alberta and British Columbia, and one-twenty-sixth of annual earnings in Saskatchewan. A worker who has worked less than a year is entitled, in Quebec, to a half-day for each calendar month of employment and, in Saskatchewan one day for each month. If he terminates his employment during a working year he is entitled to holiday pay, in all provinces but Manitoba, for the time he has been employed.

Vacations by Province

At least 99 per cent of the plant workers in all provinces except the Maritimes were in establishments reporting an annual vacation with pay policy (Tables VIa and VIb). Six establishments employing 30 per cent of the workers in Prince Edward Island, 56 establishments employing eight per cent of the workers in Nova Scotia and 47 establishments employing 18 per cent of the workers in New Brunswick either did not give vacations with pay or did not report any such policy.

More than two-thirds of the workers in all the provinces except Saskatchewan were entitled to receive an initial vacation with pay of one week, or an equivalent, usually after a year of employment. In Saskatchewan, almost all of the workers were employed in establishments which gave a vacation of two weeks with pay, or an equivalent, mainly after one year's service.

In general, the period of vacation with pay was increased as the worker's term of employment lengthened. Sixty per cent of the workers in Saskatchewan, however, were in establishments which had only one

vacation period regardless of the length of employment, but in almost all these cases the vacation period was two weeks. Of the workers in establishments reporting a vacation policy, 58 per cent in New Brunswick and 45 per cent in Prince Edward Island maintained their initial annual vacation period of one or two weeks regardless of their length of service with the establishment.

In all of the provinces except Prince Edward Island, New Brunswick and Saskatchewan, more than 30 per cent of the workers were employed in establishments which gave a maximum vacation of two weeks with pay, or an equivalent, generally after five years of employment. In Alberta, however, this two weeks' vacation was usually given after two years' service. The proportion of employees eligible for a maximum vacation of two weeks with pay reached 57 per cent in Alberta and over 60 per cent in British Columbia. In New Brunswick almost 29 per cent of the workers were in establishments giving a maximum vacation of two weeks.

From 30 to 40 per cent of the workers in Prince Edward Island, Nova Scotia, Quebec, Ontario, and Alberta were eligible to receive a maximum vacation of three weeks with pay, usually after 20 or 25 years of employment. Most of the establishments reporting a maximum vacation of three weeks also reported giving an intermediate vacation of two weeks, generally after five years of employment.

A small number of workers, most of whom were in Ontario, were eligible to receive a maximum vacation of four weeks with pay after 25 years of employment.

Vacations by Industry

In only two of the 17 industrial groups shown in Tables VIIa and VIIb were more than one per cent of the plant employees in establishments which did not report having a vacation with pay policy. About three per cent of the workers in the Food and Beverages Industry and five per cent in the Wood Products Industry were in establishments which either did not give annual vacations with pay or did not report a vacation policy.

More than two-thirds of the workers in all but one of the manufacturing industries were eligible for an initial vacation of one week with pay, or an equivalent, generally after a year of employment. Forty per cent of the workers engaged in the manufacture of Products of Petroleum

and Coal were eligible for this vacation period, but the remaining 60 per cent were in establishments which gave an initial vacation of two weeks with pay, or an equivalent of one day per month. Thirty-one per cent of the workers in the Leather Products Industry and 29 per cent in the Printing, Publishing and Allied Industries were also eligible to receive an initial vacation of two weeks, mainly after a year of employment.

The initial vacation of one or two weeks with pay was maintained regardless of the duration of employment in establishments employing more than one-quarter of the workers in seven of the manufacturing industries. Fifty-nine per cent of the workers in the Leather Products Industry and forty-two per cent in the Printing, Publishing and Allied Industries maintained their initial vacations, but for the majority of workers in these industries the initial vacation was two weeks with pay.

More than one-third of the workers in all but three of the industries were employed in establishments which gave a maximum vacation of two weeks, or an equivalent. This vacation period was given generally after five years of employment

in all these industries except the Chemical Products Industry, where a two or three-year requirement was more common.

Many of the industries had a large proportion of their employees in establishments which gave a maximum vacation of three weeks, or an equivalent six per cent of earnings, usually after 15, 20 or 25 years. Eighty-six per cent of the workers in the Tobacco and Tobacco Products Industry were eligible to receive a maximum vacation of three weeks after 20 or 25 years, 81 per cent in the Products of Petroleum and Coal Industry were eligible to receive this period of vacation after 15 or 25 years, and 76 per cent of the workers in the Electrical Apparatus and Supplies Industry were reported eligible to receive three weeks with pay, or an equivalent, generally after 20 years. As has been mentioned above, most of the establishments reporting a maximum vacation of three weeks with pay also reported an intermediate vacation of two weeks.

The few workers who were eligible to receive a maximum vacation of four weeks with pay were employed largely in the Iron and Steel Products Industry.

Statutory Holidays

Almost one-half of the plant workers in the manufacturing industries of Canada were employed in establishments which observed eight statutory holidays in 1949. Eighty-three per cent of the workers were in establishments which observed from six to nine holidays. This indicates some increase in the proportion of employees in these groups since 1947, the previous year for which comparable information has been published.⁶ At that time, one-third of the employees were in establishments which reported observing eight statutory holidays and three-quarters were in those which reported observing from six to nine.

Observed statutory holidays, in this article, include those days when the plant is not operating by reason of Dominion, Provincial or Municipal holidays; or because of religious holidays regularly observed by the establishment.

In most of the establishments the workers were paid for some or all of the statutory holidays observed although they did not work on these days. If work was necessary

on the observed holidays the employees generally received a premium payment in addition to their regular rate. Fifteen per cent of the workers were employed in establishments which did not pay for statutory holidays when not worked; and information on payment for statutory holidays was not reported for about one per cent of the workers. In 1947, establishments employing 34 per cent of the workers reported that none of the statutory holidays were paid for if not worked.

Fifty-five per cent of the plant workers were entitled to their regular pay on six to eight statutory holidays observed by the establishments in which they were employed, and 73 per cent were entitled to their pay on three to eight statutory holidays not worked. This information shows a substantial increase in the proportion of employees being paid for statutory holidays when not worked and in the number of holidays for which payment is made. Thirty per cent of the workers were in establishments paying for six, seven or eight statutory holidays in 1947 and 55 per cent were paid for three to eight holidays if not worked.

⁶ "Statutory Holidays in Manufacturing Industries, October 1947", The LABOUR GAZETTE, May 1949.

The proportion of workers employed in establishments observing and paying for various numbers of statutory holidays in 1949 is as follows:—

Number of Statutory Holidays	Per Cent of Workers	
	Holidays Observed	Holidays Paid For
None	.3	14.9
1-3	.9	11.8
4	4.2	7.3
5	3.4	4.9
6	9.7	20.6
7	14.1	7.3
8	45.7	27.0
9	13.1	3.1
10	4.2	.8
11	2.4	.6
More than 11	1.6	.4
Other periods	—	.1
No information	.4	1.2
Total	100.0	100.0

Provincial Legislation

Some statutory provision concerning public holidays is made in Nova Scotia, Quebec, Manitoba, Saskatchewan, Alberta and British Columbia. Factories in Manitoba and British Columbia must be closed on public holidays unless permission is given for employment.

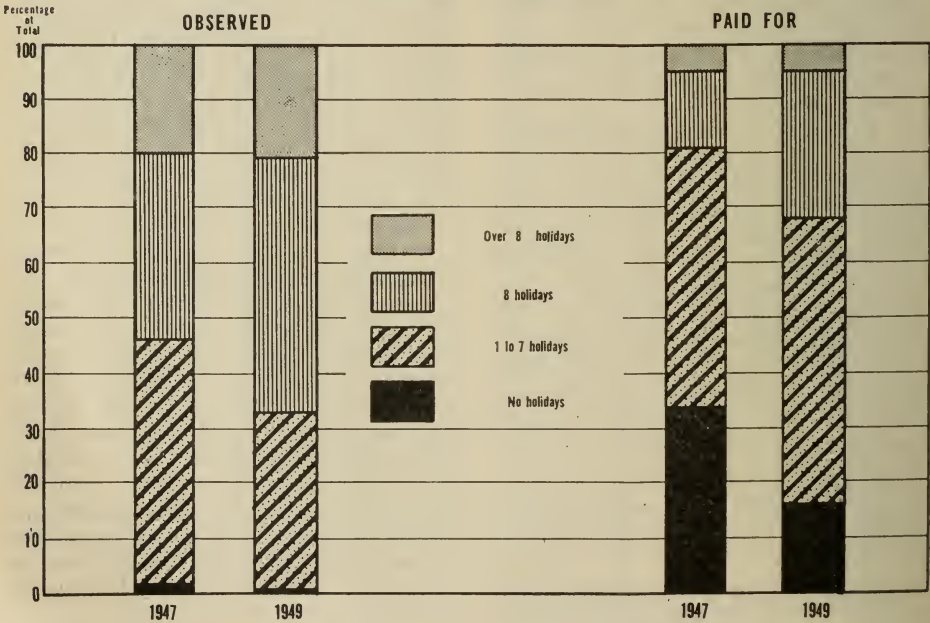
Wages in relation to public holidays are dealt with under minimum wage laws in Nova Scotia, Quebec, Manitoba, Saskatchewan and Alberta. In Nova Scotia there can be no deduction from the minimum weekly wage for women because of a holiday. The Quebec General Wage Order 4 has no provision for public holidays, but some special Orders require holidays to be observed or a punitive rate paid.

No employer in Manitoba may require any woman to work on a public holiday unless a permit is obtained from the Minister of Labour; nor may he make any reduction below the minimum weekly rate from the wages of a full-time woman worker who does not work on the holiday. If permission to work on a public holiday is granted, the worker must be paid, in addition to the regular daily rates, a day's pay at not less than the minimum rate; or she must be given a day off without loss of pay within seven days or at some agreed later date.

Full-time workers in Saskatchewan must be paid a full week's wages at the regular weekly rate if they do not work on a public holiday; and if work is required on a holiday they must be paid two and one-half times the regular rate.

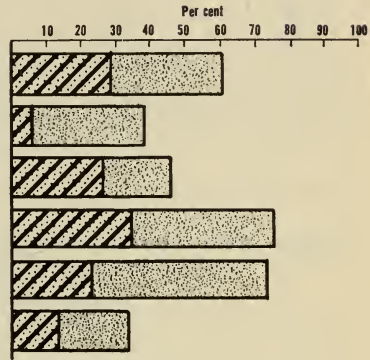
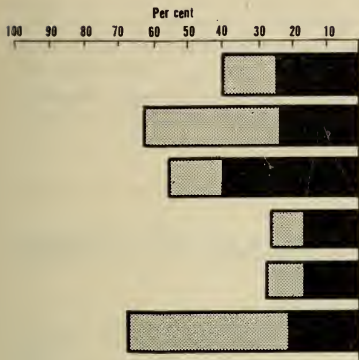
In Alberta, no deduction may be made for time not worked on a holiday when the employer's place of business is closed.

Statutory Holidays Observed and Paid For in Manufacturing, 1947 and 1949
Proportion of Workers

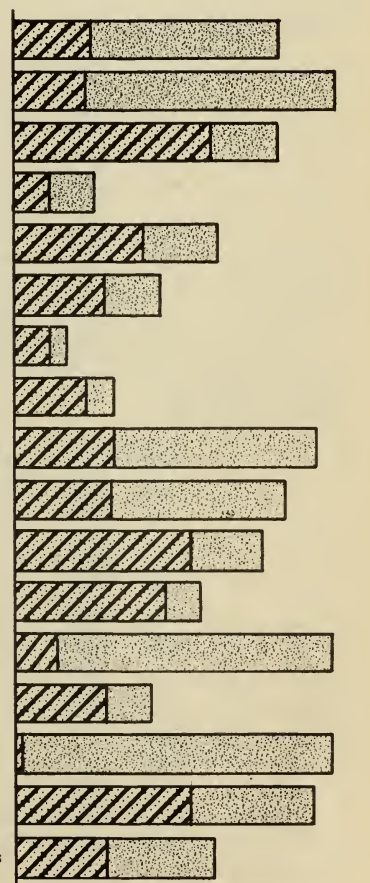
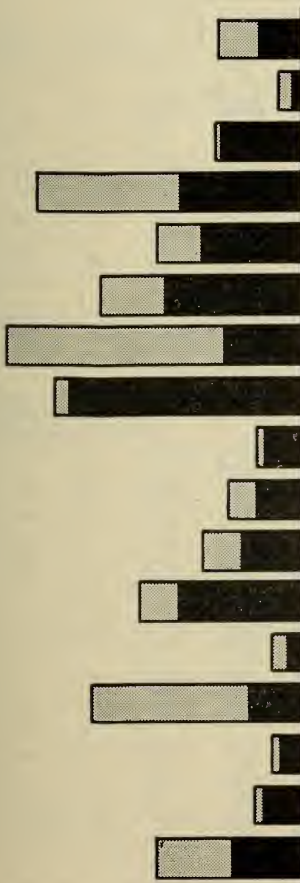


Number of Statutory Holidays Paid For in Manufacturing, October, 1949 Proportion of Workers

BY REGION



BY INDUSTRY



None

1 — 5

6 and 7

Over 7

Statutory Holidays by Province

The number of statutory holidays observed and paid for varied greatly within each of the provinces shown in Tables VIIa and VIIb. The largest single group of workers in all of the provinces except New Brunswick and British Columbia were employed in establishments observing eight statutory holidays in 1949. Seven statutory holidays were observed by the largest group of workers in New Brunswick; and nine

holidays by the largest group, almost one-half, in British Columbia.

Some indication of the variation between provinces in the number of statutory holidays observed may be obtained by comparing the proportion of workers in each province receiving less than eight and more than eight statutory holidays with those who receive eight holidays. This distribution, shown at top of next page, does not include those workers for whom no information was reported:—

TABLE VIIIa.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR: NUMBER OF WORKERS BY PROVINCE

Manufacturing Industries of Canada, October 1949

	Canada (1)	Prince Edward Island	Nova Scotia	New Brun- swick	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Colum- bia
Number of Statutory Holidays Observed										
None.....	2,516		114	259	1,277	767	68			31
1-3.....	6,476	32	278	493	2,565	2,805	157	49	69	28
4.....	30,315		813	2,602	16,262	9,832	331		81	394
5.....	24,281		123	1,266	10,690	7,906	308		36	3,952
6.....	69,933	32	709	995	20,258	38,110	1,307	50	1,330	7,142
7.....	102,452		1,851	3,107	36,049	49,947	1,810	186	2,153	7,349
8.....	330,064	284	8,589	1,451	61,246	236,908	7,027	3,348	4,286	6,925
9.....	94,535	17	5,389	2,754	33,605	21,046	2,738	846	2,954	25,111
10.....	29,954	18	1,913	28	18,753	2,142	3,539	92	1,185	2,284
11.....	17,054	23	168		12,376	1,069	2,545	276	68	529
More than 11.....	11,248		45	291	9,905	83	146	112	585	81
No information.....	2,803	29	262	103	1,580	628			83	118
Total.....	721,631	435	20,254	13,349	224,566	371,243	19,976	4,959	12,830	53,944
Number of Statutory Holidays Paid For Although Not Worked										
None.....	107,785		7,385	5,639	33,385	32,267	2,257	76	1,847	24,929
1.....	10,242	22	292	496	2,652	5,455	967	15	98	245
2.....	34,919		446	758	19,722	12,230	1,215	4	66	478
3.....	40,530	10	264	643	27,511	8,887	226	1	424	2,564
4.....	52,422		1,662	2,895	22,985	21,060	1,213		863	1,744
5.....	35,369		139	64	15,246	13,363	808		54	5,695
6.....	148,415	45	454	661	36,274	100,077	3,123	88	1,783	5,910
7.....	52,734		455	400	20,402	27,377	1,777	176	1,369	778
8.....	195,333	241	6,136	824	33,327	140,892	4,977	3,348	3,758	1,830
9.....	22,013	17	2,469	577	2,475	5,677	509	802	1,743	7,669
10.....	5,629	18	75	28	1,706	938	1,852	92	328	592
11.....	4,148	23			2,895	4	785	241	68	120
More than 11.....	2,789		45		2,383	60	49	112	140	
Miscellaneous periods paid for.....	929					374	140		95	320
No information.....	8,374	59	420	364	3,603	2,582	78	4	194	1,070
Total.....	721,631	435	20,254	13,349	224,566	371,243	19,976	4,959	12,830	53,944

(1) Includes 75 workers in the Northwest Territories.

Province	Less than eight holidays	Eight statutory holidays	More than eight holidays
Prince Edward Island.....	16%	70%	14%
Nova Scotia	19%	43%	38%
New Brunswick	66%	11%	23%
Quebec	39%	27%	34%
Ontario	30%	69%	1%
Manitoba	20%	35%	45%
Saskatchewan	6%	67%	27%
Alberta	29%	33%	38%
British Columbia	35%	13%	52%

TABLE VIIIb.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR: NUMBER OF ESTABLISHMENTS BY PROVINCE

Manufacturing Industries of Canada, October 1949

	Canada (1)	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Colum- bia
Number of Statutory Holidays Observed										
None.....	70		7	5	37	16	3			2
1-3.....	138	2	12	11	42	60	2	3	3	3
4.....	145		7	7	70	52	2		2	5
5.....	264		3	13	143	83	7		2	13
6.....	630	1	18	13	192	331	15	3	22	35
7.....	929		23	24	316	423	31	8	38	66
8.....	2,464	10	69	23	317	1,690	78	83	89	105
9.....	988	1	46	42	159	304	48	27	49	311
10.....	358	1	13	1	175	28	49	2	17	72
11.....	169	1	4		77	13	49	13	4	8
More than 11.....	191		2	2	148	4	5	3	25	2
No information.....	62	1	5	5	30	16			2	3
Total.....	6,408	17	209	146	1,706	3,020	289	142	253	625
Number of Statutory Holidays Paid For Although Not Worked										
None.....	1,650		99	66	478	622	49	5	45	286
1.....	173	1	8	10	30	101	16	1	2	4
2.....	310		10	4	126	140	17	1	2	10
3.....	355	1	7	4	195	101	5	1	4	37
4.....	343		11	7	106	177	14		7	21
5.....	320		4	4	139	122	12		2	37
6.....	742	2	9	8	151	478	23	6	35	30
7.....	497		10	4	175	234	30	5	24	15
8.....	1,254	8	22	9	136	844	53	81	72	29
9.....	346	1	14	21	31	113	15	24	31	95
10.....	98	1	3	1	25	11	27	2	6	22
11.....	53	1	1		13	1	20	11	4	2
More than 11.....	55		2		33	3	3	3	11	
Miscellaneous periods paid for.....	16					8	2		1	5
No information.....	196	2	9	8	68	65	3	2	7	32
Total.....	6,408	17	209	146	1,706	3,020	289	142	253	625

(1) Includes one establishment located in the Northwest Territories.

The distribution of establishments by the number of statutory holidays observed reveals a distribution somewhat similar to that of the workers, except in the provinces of New Brunswick and Quebec. The largest number of establishments in New Brunswick reported observing nine statutory holidays although the largest number of employees were reported in establishments observing seven days. In Quebec, an almost equal number of establishments reported observing seven and eight statutory holidays, but a much larger number of workers were employed in the latter group of establishments.

Many workers were employed in establishments which did not pay for any of

the statutory holidays if these days were not worked. This was particularly the case in British Columbia, where more than 45 per cent of the workers were in establishments which did not pay for statutory holidays not worked. In New Brunswick and Nova Scotia there were also large groups of workers, 42 per cent and 36 per cent respectively, who were not paid for statutory holidays which they did not work.

The largest single group of workers in Prince Edward Island, Ontario and each of the three Prairie Provinces were paid for eight statutory holidays when not worked. The largest group in Quebec received payment for six of the statutory

TABLE IXa.—STATUTORY HOLIDAYS OBSERVED AND

Manufacturing Industries of Canada,

	All Manufacturing Industries	Food and Bever- ages	To- bacco and To- bacco Pro- ducts	Rubber Pro- ducts	Leather Pro- ducts	Textile Pro- ducts (except Cloth- ing)	Cloth- ing (Tex- tile and Fur)	Wood Pro- ducts	Paper Pro- ducts
Number of Statutory Holidays Observed									
None.....	2,516	458	260	.....	94	39	163	935	.....
1-3.....	6,476	1,164	.....	.....	334	16	1,253	1,675	162
4.....	30,315	1,324	.....	.....	365	383	1,243	1,167	25,092
5.....	24,281	2,998	.....	24	1,258	447	5,459	2,264	5,670
6.....	69,933	5,918	40	159	1,972	7,019	5,855	5,563	9,154
7.....	102,452	11,764	5	2,546	2,840	7,920	9,490	11,979	2,676
8.....	330,064	42,064	3,580	7,025	9,540	23,376	20,645	15,191	10,612
9.....	94,535	16,610	46	2,151	2,198	14,845	7,504	14,295	1,955
10.....	29,954	4,890	715	655	1,657	3,150	4,622	3,796	1,172
11.....	17,054	3,008	3,083	2,089	665	1,068	1,733	655	546
More than 11.....	11,248	1,996	349	420	442	961	4,215	894	23
No information.....	2,803	819	29	.....	267	121	416	376	45
Total.....	721,631	93,013	8,107	15,069	21,632	59,345	62,598	58,790	57,107
Number of Statutory Holidays Paid For Although Not Worked									
None.....	107,785	10,760	383	207	8,652	7,219	11,485	35,811	1,800
1.....	10,242	903	40	70	607	253	1,943	2,670	302
2.....	34,919	1,277	.....	.....	945	6,080	3,590	3,568	2,016
3.....	40,530	1,974	138	5	2,708	7,293	7,880	1,365	2,379
4.....	52,422	3,808	.....	71	763	2,440	3,509	3,009	26,695
5.....	35,369	2,580	.....	3,391	2,823	1,315	8,036	2,310	6,976
6.....	145,415	10,752	1,530	2,395	973	18,122	12,825	3,356	9,860
7.....	52,734	9,516	.....	6,153	1,072	4,137	3,115	2,236	1,691
8.....	195,333	35,406	3,829	2,777	2,233	10,783	5,806	1,614	4,662
9.....	22,013	9,896	43	.....	161	292	1,041	169	564
10.....	5,629	2,570	462	.....	133	44	841	234	.....
11.....	4,148	805	1,400	.....	16	307	336	.....	.....
More than 11.....	2,789	715	.....	.....	.....	431	1,230	47	.....
Miscellaneous periods paid for.....	929	227	.....	.....	.....	109	35	242	.....
No information.....	8,374	1,824	282	.....	546	520	926	2,159	162
Total.....	721,631	93,013	8,107	15,069	21,632	59,345	62,598	58,790	57,107

holidays observed. The following comparison, similar to that shown above, gives an indication of the variation between prov-

inces in the number of statutory holidays for which the workers are paid when they do not work on those days:—

Province	Less than eight holidays paid for	Eight statutory holidays paid for	More than eight holidays paid for
Prince Edward Island.....	20%	65%	15%
Nova Scotia	56%	31%	13%
New Brunswick	89%	6%	5%
Quebec	81%	15%	4%
Ontario	60%	38%	2%
Manitoba	58%	25%	17%
Saskatchewan	7%	68%	25%
Alberta	52%	30%	18%
British Columbia	80%	4%	16%

PAID FOR: NUMBER OF WORKERS BY INDUSTRY

October 1949

	Printing Publishing and Allied Industries	Iron and Steel Pro- ducts	Trans- por- tation Equip- ment	Non- Fer- rous Metal Pro- ducts	Elect- rical Appara- tus and Supplies	Non- Metallic Mineral Pro- ducts	Pro- ducts of Petro- leum and Coal	Chem- ical Pro- ducts	Miscel- laneous Manu- fac- turing Indus- tries
Number of Statutory Holidays Observed									
None.....	204	19	101	8	.....	160	9	22	44
1-3.....	273	309	443	474	.....	214	.....	.....	159
4.....	78	140	105	136	.....	237	.....	.....	45
5.....	265	1,173	305	126	55	3,368	188	262	419
6.....	464	8,459	9,987	6,699	353	3,105	205	4,265	716
7.....	4,769	13,929	20,968	2,989	2,077	1,826	162	4,830	1,682
8.....	12,983	84,339	33,752	8,984	30,758	6,634	3,545	11,022	6,014
9.....	2,697	7,702	8,673	6,640	657	890	4,771	2,078	823
10.....	1,265	1,822	2,637	172	.....	809	.....	1,610	982
11.....	1,226	500	679	166	363	219	95	775	184
More than 11.....	125	666	478	37	38	162	.....	156	286
No information.....	44	77	424	32	.....	76	.....	63	14
Total.....	24,393	119,135	78,552	26,463	34,301	17,700	8,975	25,083	11,368
Number of Statutory Holidays Paid For Although Not Worked									
None.....	523	11,552	8,305	3,022	1,624	3,063	162	746	2,471
1.....	807	1,455	265	253	97	203	.....	188	186
2.....	47	3,583	3,328	5,891	.....	1,592	.....	1,826	1,176
3.....	186	1,617	8,931	837	405	3,744	253	565	250
4.....	467	4,430	1,752	2,441	1,120	1,362	77	205	273
5.....	1,177	4,422	446	287	125	746	370	72	293
6.....	1,465	24,521	36,220	10,108	2,363	3,461	30	8,561	1,873
7.....	5,270	7,655	3,153	1,295	1,366	1,114	85	3,909	967
8.....	11,930	58,970	11,911	2,077	27,040	1,991	3,290	7,896	3,118
9.....	1,027	255	3,034	102	64	169	4,645	406	145
10.....	526	99	341	70	.....	.....	.....	199	110
11.....	794	32	118	11	74	19	63	148	25
More than 11.....	11	117	116	22	9	.....	.....	79	12
Miscellaneous periods paid for.....	119	.....	10	.....	.....	.....	.....	24	163
No information.....	44	427	622	47	14	236	.....	259	306
Total.....	24,393	119,135	78,552	26,463	34,301	17,700	8,975	25,083	11,368

The distribution of establishments according to the number of statutory holidays paid for although not worked is, with but few exceptions, similar to the distribution of workers. In Quebec the largest group of workers were paid for six statutory holidays, but by far the largest single group of establishments, 27 per cent, were those which reported paying for none of the statutory holidays if not worked.

Statutory Holidays by Industry

In all but two of the industrial groups shown in Tables IXa and IXb the largest proportion of plant workers were employed in establishments which reported observing eight statutory holidays in 1949. Fifty-three per cent of the workers in the Prod-

ucts of Petroleum and Coal Industry were in establishments reporting nine observed statutory holidays and 45 per cent in the Paper Products Industry were employed in establishments reporting four observed holidays. The number of statutory holidays observed varied substantially within most of the manufacturing industries. In the Electrical Apparatus and Supplies Industry and the Iron and Steel Products Industry, however, 90 per cent and 70 per cent of the workers respectively were in establishments which observed eight statutory holidays. Thirty-eight per cent of the workers in the Tobacco and Tobacco Products Industry were employed in five establishments which reported observing eleven statutory holidays.

TABLE IXb.—STATUTORY HOLIDAYS OBSERVED AND
Manufacturing Industries

	All Manufac- turing Industries	Food and Bever- ages	To- bacco and To- bacco Pro- ducts	Rubber Pro- ducts	Leather Pro- ducts	Textile Pro- ducts (except Cloth- ing)	Cloth- ing (Tex- tile and Fur)	Wood Pro- ducts	Paper Pro- ducts
Number of Statutory Holidays Observed									
None.....	70	18	3		3	3	3	25	
1-3.....	138	30			5	1	28	34	3
4.....	145	19			6	6	29	16	48
5.....	264	22		1	14	16	87	39	14
6.....	630	85	1	2	26	44	90	67	37
7.....	929	119	1	7	45	49	113	125	37
8.....	2,464	357	10	12	117	135	250	220	103
9.....	988	195	3	3	44	35	99	149	29
10.....	358	58	3	1	20	28	53	63	7
11.....	169	30	5	4	10	10	27	14	3
More than 11.....	191	32	3	1	8	14	49	20	1
No information.....	62	15	1		4	4	9	10	1
Total.....	6,408	980	30	31	302	345	837	782	283
Number of Statutory Holidays Paid For Although Not Worked									
None.....	1,650	152	7	3	117	75	184	445	28
1.....	173	22	1	1	12	3	28	36	6
2.....	310	33			20	28	41	40	17
3.....	355	14	1	1	29	18	127	22	14
4.....	343	29		2	13	16	59	38	57
5.....	320	23		6	15	16	93	28	23
6.....	742	84	3	8	12	65	86	38	54
7.....	497	84		5	17	25	53	23	25
8.....	1,254	294	11	5	34	63	83	39	48
9.....	346	144	2		12	7	32	6	8
10.....	98	33	2		5	4	12	6	
11.....	53	14	1		2	4	5		
More than 11.....	55	17				6	9	2	
Miscellaneous periods paid for.....	16	3				1	1	5	
No information.....	196	34	2		14	14	24	54	3
Total.....	6,408	980	30	31	302	345	837	782	283

The largest group of establishments in all but one of the industries reported observing eight statutory holidays. The exception was the Products of Petroleum and Coal Industry, in which the largest group was reported to be observing nine holidays. Forty-five per cent of the workers in the Paper Products Industry were employed in establishments reporting four observed statutory holidays, but more than twice as many establishments, smaller on the average, reported observing eight holidays.

In only two industries were more than one-quarter of the workers in establishments which did not pay for any of the observed statutory holidays if these were not worked. About 60 per cent of the workers in the Wood Products Industry and

40 per cent in the Leather Products Industry did not receive pay for statutory holidays not worked.

The largest proportion of workers in six of the industrial groups shown in Table IXa received payment for eight statutory holidays if not worked, and in five of the industries the largest proportion were paid for six holidays. Three, four, seven and nine statutory holidays were predominant in one industrial group each. In the two remaining industries, mentioned above, the largest group of employees were not paid for any of the statutory holidays if not worked.

About 80 per cent of the workers in the Electrical Apparatus and Supplies Industry and one-half of the workers in the Iron and

PAID FOR: NUMBER OF ESTABLISHMENTS BY INDUSTRY

of Canada, October 1949

	Printing, Publishing and Allied Industries	Iron and Steel Products	Trans- por- ta- tion Equip- ment	Non- Fer- rous Metal Pro- ducts	Elect- rical Appar- atus and Supplies	Non- Metallic Mineral Pro- ducts	Pro- ducts of Petrol- eum and Coal	Chemical Pro- ducts	Miscel- laneous Manu- facturing Indus- tries
Number of Statutory Holidays Observed									
None.....	1	1	5	1	.....	4	1	1	1
1-3.....	2	8	14	2	.....	8	.....	.....	3
4.....	2	5	5	1	.....	5	.....	.....	3
5.....	7	17	5	9	2	15	2	5	9
6.....	12	85	65	19	6	38	2	37	14
7.....	72	112	62	29	24	28	2	73	31
8.....	199	389	191	68	97	81	16	144	75
9.....	71	129	94	21	13	20	23	36	24
10.....	22	29	36	6	.....	9	.....	14	9
11.....	15	10	13	4	4	7	2	8	3
More than 11.....	5	16	19	2	3	4	.....	8	6
No information.....	2	1	5	1	.....	5	.....	3	1
Total.....	410	802	514	163	149	224	48	329	179
Number of Statutory Holidays Paid For Although Not Worked									
None.....	11	230	150	45	21	80	4	35	63
1.....	9	24	9	5	4	5	.....	4	4
2.....	3	53	30	8	.....	14	.....	15	8
3.....	5	21	59	7	4	19	1	7	6
4.....	7	52	21	13	12	16	1	3	4
5.....	28	45	13	9	3	7	3	2	6
6.....	34	137	60	29	18	30	2	64	18
7.....	86	53	24	10	15	13	1	50	13
8.....	176	153	78	23	66	25	14	105	37
9.....	33	17	28	6	2	5	21	19	4
10.....	7	2	14	2	.....	.....	.....	7	4
11.....	7	2	5	1	1	2	1	7	1
More than 11.....	1	3	9	1	2	.....	.....	3	2
Miscellaneous periods paid for.....	1	.....	1	.....	.....	.....	.....	1	3
No information.....	2	10	13	4	1	8	.....	7	6
Total.....	410	802	514	163	149	224	48	329	179

Steel Products Industry were paid for eight observed statutory holidays. In the other industries the number of statutory holidays paid for if not worked varied widely, with no single number of days applying to more than one-half of the employees.

The proportion of establishments which reported making no payment for statutory holidays unless these days were worked was larger than the proportion of workers employed in these establishments. Fifteen per cent of the employees were in 26 per cent of the establishments which paid only for work done on statutory holidays. Nine

Industrial groups reported the largest proportion of establishments in this category, but in only two of these industries were the largest number of workers in these establishments.

The largest group of establishments in five of the industries reported paying for eight observed statutory holidays, and in all but one of these the largest group of workers were in these same establishments. In the Chemical Products Industry, the exception, a slightly larger proportion of workers was reported paid for six observed holidays than for eight.

FULL EMPLOYMENT PROGRAM ADOPTED BY THE ECONOMIC AND SOCIAL COUNCIL

At the conclusion of a long and painstaking debate which was characterized by a spirit of co-operation and a willingness to compromise, the United Nations Economic and Social Council recently adopted a resolution designed to provide the framework of an international program against unemployment. The Council's action, which has been hailed as an important step in pursuit of the "full employment" objective contained in the United Nations Charter, is reviewed in the following article.

Resolute determination to avert a recurrence of the mass unemployment of the 1930's was one of the strongest ingredients in world public opinion at the close of World War II. It found expression in the "full employment" policies adopted by many national governments, and, of course, it was reflected at San Francisco when the promotion of "full employment" was written into the United Nations Charter as one of the basic objectives and obligations of all members.

But there was little occasion for undue concern with the problem of unemployment in the first years of the post-war period. The unsatisfied civilian demands of the years of hostilities, augmented by the requirements of European reconstruction, were sufficient to ensure a high level of production and employment. Under these conditions the implications of the Charter's "full employment" pledge were negligible.

It was not until 1949 that the situation changed. A temporary recession in the United States in that year was responsible for a decline in effective world demand. The market for European exports was substantially reduced, problems of currency

exchange multiplied, and unemployment rose to noticeable and even serious proportions on both sides of the Atlantic.

It was not surprising, therefore, to find the Economic and Social Council, at its ninth session, in the summer of 1949, turning to a consideration of remedial action which might be taken. A resolution was passed requesting the Secretary-General to appoint a small group of economists to prepare a report on national and international measures required to achieve full employment. The report was submitted to the Council in February, 1950 (L.G., July, 1950, pp. 994-999); and, at the eleventh session of the Council, which began in Geneva early in July, 1950, the contents of the report provided the basis for a lengthy debate which ended with the passage of a long and comprehensive resolution setting forth the framework of an international program against unemployment.

United Kingdom and United States Draft Resolutions

From the outset of the Council's "full employment" debate, it was apparent that discussion would revolve around the draft

Highlights of UNITED NATIONS "FULL EMPLOYMENT" PROGRAM

Following are the salient features of the international "full employment" program which will become effective if a resolution recently adopted by the Economic and Social Council is approved by the United Nations General Assembly.

1. The Economic and Social Council will hold an annual debate on employment, bringing unemployment problems in all parts of the world under international consideration.
2. Each country will be asked to say how it defines "full employment," and to publish an annual statement of its economic objectives, including, if practicable, a statement of quantitative goals or forecasts relating to employment, production, consumption, investment, etc.
3. Each country will be expected to consider a series of specified techniques for achieving its economic objectives, and to announce and review periodically "the policies, programs and techniques which it intends to pursue."
4. Each country will be asked to consider a series of specified measures for international co-operation towards the maintenance of full employment; and to avoid trade, currency or investment policies which might have an adverse economic effect abroad.
5. Three groups of independent experts will be appointed by the Secretary-General: two to analyze the reports of governments on their progress in achieving economic goals domestically and internationally; and a third to study the special employment problems of underdeveloped countries.

The resolution embodying this program was unanimously approved by the Economic and Social Council on August 16, 1950.

resolutions submitted by the United States and United Kingdom delegations. These resolutions, which were placed before the Council on the opening day of debate, drew the divergent views of the two delegations into sharp focus, and indicated that the adoption of a final resolution acceptable to all parties would require compromise.

The proposals contained in the United Kingdom resolution followed closely the recommendations set forth in the report of the experts—recommendations which, in the view of a number of delegates, were somewhat radical and overly-elaborate. Among other things, the British resolution would have imposed upon each member government an obligation to set quantitative “targets” for maximum unemployment or minimum employment, these targets to be analysed by the Secretary-General “with a view to elucidating the comparative degree of achievement aimed at by each Government”. Member governments would also have been required to submit reports outlining the measures they intended to invoke in the event of rising unemployment, fluctuating price levels or inflation.

With the object of preventing the spread of depression from one country to another, the United Kingdom resolution called for an international agreement whereby each government would undertake, “in the event of a decline in effective demand within its borders”, to maintain an adequate flow of its currency to the rest of the world, “preferably by maintaining imports or alternatively by the provision of additional credits.” A further agreement designed to provide a high and regular flow of capital export for developmental purposes was also proposed. And finally, the resolution called for the appointment of a group of experts to study the problem of unemployment and underemployment in underdeveloped countries.

The draft resolution submitted by the United States was more moderate in tone, shorter in length, and the measures it proposed were less rigid. One of its highlights was a proposal whereby the problem of achieving and maintaining “full and productive employment” and an “equilibrium in balances of payments” would be considered annually by the Economic and Social Council.

The Canadian Position

The first day of debate also saw the submission of a Canadian draft resolution, and on July 18 the head of the Canadian delegation, the Hon. Alphonse Fournier, made a speech in which the position of his delegation was made clear.

After congratulating the experts on the excellent quality of their work, Mr. Fournier commented at some length on the various features of their report. Noting that the experts had concentrated on devising measures to prevent the repetition of the mass unemployment experienced after the crash of 1929, he pointed out that, since that time, the risk of general unemployment had been substantially reduced as a result of considerable progress in the field of economic policy. Governments, he observed, now, had much more effective instruments with which to influence their national economies, and their policies were increasingly directed towards the promotion of social welfare, international security, a high level of commercial exchanges and a rapid and healthy economic development. In view of this, Mr. Fournier felt that the experts might reasonably have been expected to include in their report an analysis of inflation, excessive demand and over-employment—problems which, in recent years, have been prevalent in many countries.

Mr. Fournier next turned to a consideration of the measures recommended by the experts for use in the domestic field. His first remarks are officially summarized as follows:—

The principle of fixing employment objectives was most desirable, and Canada had already been following that course of action for several years. The objectives had been set out in a report on income and employment submitted to the Canadian Parliament in 1945.¹ In that document, the Canadian Government had undertaken to maintain a high and stable level of employment and income and, moreover, had described the action it proposed to take with a view to implementing that policy: stimulation of export trade by measures designed to facilitate the recovery of overseas countries and by international co-operation aimed at re-establishing a multilateral system of international trade; encouragement of private investment by means of tax adjustments, by a monetary policy designed to maintain suitable interest rates, and by the grant of credits through government agencies; stabilization of consumption by the distribution of family allowances, unemployment insurance benefits, old-age pensions and other social security payments; maintenance of a fixed price level for agricultural and fishery products, with the object of protecting the income of the primary

¹ This report was summarized in the *LABOUR GAZETTE* for May, 1945, p. 616.

producers against a sudden sharp slump in prices; and, finally, the direction of public investment in such a way as to reinforce private investment whenever the employment situation made it desirable to increase public investment.

In the field of fiscal policy, the Canadian Government was prepared to accept any deficits caused by its employment and income policy in the event of increased unemployment. On the other hand, the Canadian budget estimates provided for surpluses in periods of full employment and high incomes.

Canada's economic policy was therefore in accordance with the first of the general principles enunciated by the experts.

On the other hand, Mr. Fournier pointed out that Canada could not undertake to establish a maximum percentage of unemployment. Such a target, he explained, was not suitable in countries in which the loss of earnings and underemployment stemming from a decline in the demand for primary products might be just as important as the percentage of actual unemployment. Consequently, the type of objective set up as a guide for economic policy must be left to the decision of individual governments acting in the light of circumstances in their particular economies.

With regard to the international measures recommended by the experts, Mr. Fournier spoke out against the establishment by lending countries of rigid foreign investment targets. He further stated that the Canadian delegation would have difficulty in accepting a recommendation of so specific and automatic a nature as that suggested by the experts in regard to the International Monetary Fund. He did, however, feel that general foreign investment targets were necessary, and also considered it essential to work out methods of realizing these targets. To this end he suggested that member governments should, at the beginning of each year, submit reports describing recent national trends and future prospects in employment, production and trade. These reports, he proposed, should be summarized and commented upon by the Secretary-General, and forwarded to the governments concerned.

With further reference to the question of international movements of capital, the Canadian delegate stated that creditor countries should be urged "in their own interest as well as in that of the world at large", to make every effort to maintain their net capital exports at a high and stable level.

In conclusion, Mr. Fournier associated himself with the desire expressed by other

delegations for the appointment of a "fresh committee of experts" to study the problems of under-employment in the under-developed countries.

General statements were made by virtually all other members of the Council, by representatives of the International Labour Organization,¹ the International Confederation of Free Trade Unions, and the International Monetary Fund, and by Mr. Nicholas Kaldor, a member of the group of experts, who gave his opinion in an individual capacity on the various points raised during the debate.

Although delegations from the Communist countries were not present at the debate, the Communist position in regard to the report of the experts was expressed by Mr. Fischer, a representative of the World Federation of Trade Unions. Unemployment, he stated, was increasing and would continue to increase throughout the capitalist world. The experts, according to Mr. Fischer, had failed to see that unemployment "was a consequence of the increasing poverty of the masses and of the all-embracing profit motive, which dominated the capitalist system. . .".

The Adopted Resolution

After a debate of almost five weeks' duration, the Economic and Social Council finally gave its approval on August 16 to a lengthy resolution, setting forth the basic elements of an international "full employment" program. The passage of the resolution was immediately greeted with warm expressions of satisfaction by the President of the Council (Mr. Hernan Santa Cruz of Chile), and by the representatives of several countries including the United States, France and the United Kingdom.

The resolution's preamble, which is followed by several operative sections each dealing with a particular aspect of the overall problem, is of some significance inasmuch as it contains an expression of the Council's confidence in the democratic process. "Governments", the Council recognizes, "can achieve and maintain full and productive employment in an expanding world economy under conditions ensuring fundamental and economic freedoms to the individual."

Ensuring Regular Systematic Considerations of Employment Problems by the Council.—The first operative section of the resolution gives expression to the Council's decision to place on its agenda each year

¹ The ILO representative informed the Council of the resolution on Action Against Unemployment adopted at the 1950 session of the International Labour Conference (L.G., Aug., 1950, p. 1157).

"the problem of achieving and maintaining full employment with progressively improving levels of production, trade and consumption, and maintenance of or progress toward the achievement of equilibrium in balances of payments."

Encouraging the Adoption of Effective Domestic Full Employment Policies.—To

this end, the Council, in the important second section of its resolution, makes a number of proposals. The first of these, which resolved one of the most controversial issues of the debate, "recommends" that each Government:—

- "(a) Publish annually a statement of its economic objectives for the ensuing year or for such longer period as may be appropriate, making special reference to the purposes set out in Articles 55 and 56 of the United Nations Charter, and being accompanied, wherever practicable, by a statement of quantitative goals or forecasts relating to employment, production, consumption, investment or such other pertinent measurable economic factors as may be significant indicators of the trends of its economy;
- (b) Publish as soon and as precisely as is practicable the standard by which it defines the meaning of full employment as a continuing objective of policy, such standard being expressed, wherever possible, in terms either of employment percentages or of absolute numbers of unemployed or in ranges of such percentages or numbers; and thereafter publish such revised standard as may become necessary from time to time".

The Council further recommends that each Government "formulate, announce, and periodically review . . . the policies, programs and techniques which it intends to pursue" for the purpose of achieving its economic objectives. Particular reference is made to the following:—

- "(a) Measures, such as the adaptation of fiscal, credit, monetary, investment, wage and price policies, to promote steady economic expansion;
- (b) Measures to combat recessionary tendencies, such as measures to influence the volume of investment, to increase the flexibility of budget and fiscal policies, and to prevent undue fluctuations in the incomes of primary producers;
- (c) Special corrective measures, whether of a discretionary or of an auto-

matic type, to meet emergency unemployment situations that may arise;

- (d) Measures to avoid inflation and to prevent excessive increases in the price level;
- (e) Measures to promote the geographic and occupational mobility of labour".

Full information concerning national economic trends and developments, and governmental objectives, programs and policies, is to be submitted to the Secretary-General for analysis by the Economic, Employment and Development Commission. The Commission is requested to call attention to possible international repercussions of national policies, to formulate "significant problems of international concern" for consideration by the Council, and to recommend appropriate action.

Encouraging Effective International Full Employment Policies.—In this, the

third and longest section of the resolution, the Council is mainly concerned with developing the techniques and machinery necessary to prevent the spread of depression and unemployment from one country to another.

In the first place, each Government is advised to intensify its efforts to achieve and maintain equilibrium in its balance of payments, such equilibrium to be characterized by:—

- "(a) Conditions of trade involving, along the lines envisaged in the relevant international agreements; (i) the absence of quantitative restrictions on international trade imposed for balance of payments reasons and of exchange restrictions on current account transactions (as defined in the Articles of Agreement of the International Monetary Fund); (ii) a reduced level of other trade barriers; and (iii) a minimum of discrimination in the application of such trade, monetary or investment restrictions as may still exist;
- (b) A level of reserves of convertible currencies and gold which would be sufficient to enable a country to meet normal fluctuations in its receipts of foreign exchange; and
- (c) An increased and stable flow of international investment funds".

With further reference to this question, each Government is advised to furnish the Secretary-General, in reply to a special questionnaire, with "quantitative estimates of the balance of international payments that it hopes to attain by 1954", together

with "a classification of its estimated trade by major commodities important in its foreign trade". Replies are to be analysed and commented upon by a group of three independent experts in a report which is then to be discussed by the Economic, Employment and Development Commission. The Commission will undertake to call attention to major problems and will recommend appropriate action by the Council, and the Council, for its part, will consider the whole matter at its fourteenth session.

In the second place, the Council recommends that Governments:—

- "(a) Achieve and maintain, to the extent feasible, a high level and regular rate of flow of international investment capital for development purposes;
- (b) Strive to prevent lapses in the flow of international investment resulting from or associated with economic recessions; and
- (c) Continue to co-operate in efforts to achieve these results by both national and international measures".

It also recommends that Governments:—

- "(a) Seek to avoid, in their economic policies and programs, measures which would be likely to have seriously adverse effects on the balance of payments or employment levels of other countries;
- (b) In the event of a domestic recession adopt, to the extent feasible, measures to offset the adverse effects of such recession on the balance of payments or employment levels of other countries; and
- (c) Continue to co-operate in investigating ways and means for preventing domestic recession from spreading to other countries".

The International Bank for Reconstruction and Development and the International Monetary Fund are urged to take every possible action to aid their member governments in the event of economic recession.

The Secretary-General is asked to appoint a group of three to five independent experts to prepare a report "formulating and analysing alternative practical ways of dealing with the problem of reducing the international impact of recessions that may arise". This report is to be studied by the Economic, Employment and Development Commission and considered by the Council at its fourteenth session.

The resolution also advises Governments, specialized agencies and the Secretary-General to "pursue the action already taken in the field of migration, taking into consideration the importance of facilitating the international mobility of labour for the solution of the problems of full employment".

Facilitating the Council's Further Consideration of the Problem of Unemployment, Particularly in the Less-Developed Countries.—One of the most frequent objections to the report of the original group of experts was that it failed to deal with the problems of underdeveloped, predominantly agricultural countries, and, during the debate, most delegations, including those of the United States, Canada and the United Kingdom, expressed the view that a special study should be undertaken to meet this shortcoming. Accordingly, the Council wrote into its resolution a section in which the Secretary-General is requested to appoint still another group of independent experts, this group to be responsible for the preparation of a report outlining national and international measures to reduce unemployment and under-employment in the underdeveloped areas of the world.

PRESENTATION OF TABLET COMMEMORATES WARTIME WORK OF INTERNATIONAL LABOUR ORGANIZATION AT MCGILL UNIVERSITY

An interesting ceremony was held at McGill University on September 14, 1950, commemorating the wartime stay of the International Labour Organization on the University campus.

In the year 1940, when Nazi Germany overran most of the continent of Europe, the ILO left its headquarters in Switzerland, and found a temporary home in Canada, on premises owned by McGill.

Here the ILO remained until 1948. In that year it returned to Geneva.

In gratitude to McGill for its wartime hospitality, the ILO presented to the University a bronze tablet, which was unveiled on September 14 by the Hon. Milton F. Gregg, Minister of Labour.

Recalling that the purpose of the ILO was "a crusade to raise and equalize the standard of living of people everywhere," Mr. Gregg said that this was never a more lively topic than at the present time.

"No doubt," he continued, "when the foundations of this organization were laid in 1919, on the principle that poverty was a major cause of wars, there must have been many who dubbed it a far-fetched idea.

"However, enough far-sighted men did assemble to write the principles for the Organization which began with the official blessing of world leaders. How far-sighted they were we now begin to realize. That Canada was an original member is a reason for pride.

"I am honoured to have a part in this ceremony, by which the International Labour Organization records its gratitude to McGill University—the University which gave it a home during the dark days of the last war.

"Dr. Cyril James, who is with us today, was probably more active than any other person in arranging that the ILO should move to Canada in 1940.

"It is interesting to note that the late Right Hon. Mackenzie King took a great personal interest in this matter, and was responsible for the invitation of the Government."

ILO Representative Recalls Wartime Experiences

In a review of the ILO's stay in Canada, Mr. C. W. Jenks, Assistant Director-General of the ILO, described

some of the problems that had to be overcome, and dwelt on the significance of the episode in the history of the world movement towards a "stable peace of freedom and progress."

"We have come together today," he said, "to record a memorable episode in the history of international co-operation. Here the International Labour Organization kept alive throughout the Second World War the ideal and practice of organized international effort to promote economic and social progress on the basis of political freedom. Ten years after we first came here, almost to the day, Director-General David Morse has asked me to come back once more to express on his behalf the permanent gratitude of the International Labour Organization for all which the people and Government of Canada, the Government of the Province of Quebec, the employers' organizations and the organized labour movement of Canada, the citizens, the press and the printing trade of Montreal, the Royal Bank of Canada, the University of Montreal and especially the Governors, Principal and Faculty of McGill, did to make it possible for the ILO to discharge in a world at war the responsibilities committed to it by its member nations.

"Our debt of gratitude to the Government of Canada is particularly great." It was the prompt response of Mr. Mackenzie King, who had taken a close interest in the work of the International Labour Organization since 1919, which made it possible for John Winant and Edward Phelan to carry out, with the support of the Governments of the free peoples all over the world, the policy laid down by the Governing Body of maintaining the activities of the International Labour Organization throughout the war. To Mr. King, Dr. Skelton and their immediate advisors, the International Labour Organization owes a lasting and immeasurable debt. The full extent of that debt is not always appreciated. What Canada gave the International Labour Organization was not a refuge but a base of operations. We were able to work successfully in Montreal because the Canadian Government recognized from the outset that the functioning of an international organization on belligerent territory in wartime involved unpre-



Honourable Milton F. Gregg, V.C., Minister of Labour, unveils tablet at McGill University, Montreal, to commemorate the establishment of wartime headquarters of the International Labour Organization at the University. Mr. Gregg is shown uncovering the tablet, to the reader's left of the plaque. In the centre, at the right of the plaque, is Principal Cyril F. James, of McGill University. Others in the photograph are: V. C. Phelan, Director of ILO's Canada Branch; L. Mayrand, Assistant Under-Secretary of State for External Affairs, who represented the Minister of External Affairs at the unveiling ceremony; Senator Leon Troclet, of Belgium, Chairman of the Governing Body of the ILO, and C. Wilfred Jenks of Geneva, Assistant Director-General of the ILO.

The wording of the plaque is in both French and English; the English version being as follows:—

"To this campus the International Labour Organization transferred its wartime headquarters in 1940 on the generous invitations of the Government of Canada and McGill University. From here the ILO directed its work of furthering world peace through social justice until 1948. This tablet records the lasting gratitude of the ILO to McGill University."

cedented problems for which appropriate solutions must be found in order to maintain the usefulness of the Organization as an independent international organization retaining the full confidence of its member nations. Special administrative measures involving the co-operation of a wide range of Government departments and notably of the passport control, censorship, foreign exchange, postal and customs authorities, were taken promptly amidst all the pressing pre-occupations of the hour for the purpose of reconciling the functional needs of an

international organization with the security requirements of a belligerent state, and I think I may say that these arrangements operated to the mutual satisfaction of the Canadian Government and the International Labour Organization throughout the war. Certainly they played an essential part in enabling the ILO to continue to do its job. Our appreciation of all that was done has frequently been expressed, Mr. Minister, but this is a particularly appropriate occasion on which to reaffirm it.

"Equally lasting is our debt to McGill University," Mr. Jenks continued. "This University has many just claims to fame, but the hospitality which it accorded in the critical summer of 1940 to the ILO, which in retrospect has been the one major institutional link between the League of Nations and the United Nations phases in the development of world organization, gives McGill a place in the history of international institutions which is altogether unique and upon which the Board of Governors and Principal James may well look back with legitimate pride. In placing on record on this occasion our gratitude for all the help and kindness which we received here, I should like to mention some of those to whom we were particularly indebted, notably Dr. Wilder Penfield who was so largely responsible for our coming here, the Registrar, the Librarian and his whole staff, the faculties of the Departments of Law and Commerce, the Superintendent of Buildings, the authorities of the theological colleges which made additional accommodation available for us, and the Faculty Club and its staff. Without their constant and ungrudging help and cheerful encouragement, the multitude of practical problems which confronted us when we attempted, with very limited resources, to equip the wartime working centre of the ILO as an effective unit, might well have proved insuperable. Our debt to McGill is, moreover, of a continuing character, for before we left Canada we found here some of the ablest of the young recruits who have joined our service since the war and they remain with us as a lasting link with Montreal.

"To the official gratitude of the ILO as an Organization," Mr. Jenks then said, "I should like to add, on behalf of those of us who lived and worked here, a more personal expression of appreciation for the warmth of the welcome which you extended to us. To those of us who worked here during those years, this is a place of proud and poignant memories. We recall with pride how John Winant brought us from neutral Switzerland to belligerent Canada during the Battle of Britain in order to keep open our lines of communication with the free world, and to ensure that the ILO remained an active and worldwide force at the service of the political and social ideals at stake in the war; how Edward Phelan piloted us with uncanny political foresight through the constantly changing problems and dangers of global war, wrote the Declaration of Philadelphia here and laid the foundations for all which the ILO has sought to accomplish in the post-war world; how Oswald Stein and Pierre Waelbroeck

completed lifetimes of loyal service to the ILO in peace and in war and prepared the way for much of what has been and is being done by the organization in the post-war world in the vital fields of social security and manpower; and how preparations were begun here for the subsequent development of the regional activities of the Organization in Asia, in the Near and Middle East and in Latin America, for the establishment of the Industrial Committees, for the intensification of our work in non-metropolitan territories and for the post-war development of our work in the fields of industrial relations, industrial safety and maritime labour. The years we spent here were rich in achievement and in friendships and to all of us our wartime base of operations in Montreal became and remains a home away from home.

"These personal memories mingle with reflections on wider issues which a retrospective glance at those years suggests. At a time when the magnitude of the difficulties confronting the post-war world has become fully apparent and when it is all too clear how much still remains to be done to create the stable peace of freedom and progress which remains the goal of all our efforts, the episode of the wartime activities of the International Labour Organization has assumed a new significance. Whatever the future may hold in store, effective international action to secure peace, protect human rights and promote economic and social well-being remains of crucial importance for the whole future of civilization. The plaque which the International Labour Organization is privileged to present to McGill today acknowledges our debt for the assistance which you gave to us during one critical phase in this age long struggle. We are again passing through a period when no one can predict the future, but come what may we, in the International Labour Organization, will endeavour to continue to deserve the trust and confidence which the freedom loving peoples placed in us during those years."

McGill Principal Describes Incidents of ILO Transfer

Dr. F. Cyril James, Principal and Vice-Chancellor of McGill, expressed to the ILO the thanks of the Board of Governors and the Senate of the University.

Referring to the "world-wide prestige" the ILO had enjoyed for more than three decades, Dr. James said: "This university was proud, in a moment of crisis, to aid its work, and none of us who were active in those dark days of 1940 gave thought to the possibility that on a quiet September

afternoon, ten years later, we should meet to record in bronze the actions that were spontaneous efforts on the part of every individual concerned to keep the lamp of freedom burning.

"There was not much opportunity to think of lesser things during the autumn of 1940. Spring had blossomed fair; it was a period of quiescence which restlessly martial spirits called the 'phoney war'. But, on April 9, the Germans had moved into Denmark and Norway. Holland and Belgium were over-run during the month of May, and the invasion of France had forced the British Army back to the beaches of Dunkirk when that month ended. June saw the establishment of the Petain Government at Vichy, with France lost as an ally and Mussolini's Italy enrolled among our enemies, while Russia (the ally of Germany at that time) had moved her armies into Roumania. By the beginning of August, the Western Coast of Europe was in Nazi hands, enemy submarines ravaged the ocean highways and Britain was under assault from the air.

"Hitler is now sprawled over Europe," said Mr. Churchill in the House of Commons, and that penetrating diarist, Francis Neilson, from his eyrie in Mid-Western United States was deeply concerned. 'What must we expect?', he writes on August 18, 1940. 'What tortured hopes can foreshadow the awful end? Each day brings its toll of war, and leaves us crippled in spirit, and with grief so bitter that we fear the coming of night. . . . God keep all brave souls!'

"It is no wonder that, in such an hour, those responsible for the administration of the ILO decided to flee from the constriction of Geneva. It is no wonder that, in such a moment of international chaos, the ILO was short of funds.

"The memory of those days is still fresh, and each of us who remembers them prays devoutly that neither he nor his children's children may have to live through such another climacteric. But the international horizon is not clear. In spite of our fervent hopes, no one of us would like to prophesy at this moment and, in case another hour of crisis may confront us, I should like to set on record the way in which many men, by their own individual efforts, effected that transfer of the ILO Office which we mark today. It is a story that does not lack inspiration. It is worth remembering when people suggest that individual initiative is dead, or capable of being invoked only when there is prospect of profit.

"John Gilbert Winant, whose spirit is surely among us this afternoon, was

Director-General of the ILO in 1940 and, on August 13, he telegraphed to his old Princeton friend, Dr. Wilder Penfield, to ask if the ILO could use McGill University as a mailing address until it found a home. Dr. Penfield telephoned that message to me and, after consulting the Chancellor, the late Sir Edward Beatty, I telegraphed on August 14 to offer the ILO not only a mailing address but a home at McGill University.

"Things moved fast in those days. On August 16 Winant telegraphed his acceptance of the offer and immediately went to Ottawa to discuss the matter with the Hon. Norman McLarty, Minister of Labour, who on August 17 issued an official invitation on behalf of the Canadian Government.

"As a result of the personal initiative of Winant, Beatty and Dr. Penfield, the legal situation was now clear, but the practical task of finding accommodation was still ahead of us.

"On August 19 Sir Montagu Allan offered to lend *Ravenscrag* to McGill University for use by the ILO, but since the University was facing financial problems of its own we could not afford the costs of operation. When Winant came to Montreal, on August 22, all of the available possibilities were explored, and it was finally decided that the ILO would move into the university premises at 3480-3484 University Street. To make this possible, the School of Graduate Nurses had to be moved to the Gymnasium. The premises also required extensive reconstruction, estimated to cost \$25,000, and the ILO had no funds to spare for this purpose.

"On September 4 the Executive and Finance Committee under the Chairmanship of Sir Edward Beatty gave careful study to all aspects of the situation and resolved to make these premises available to the ILO. It also resolved to spend \$25,000 in putting them into shape.

"The late P. W. Macfarlane, Superintendent of Buildings and Grounds at that time, started work on this task the following day and enlisted the assistance of the Sutherland Construction Company—but several weeks would necessarily have to pass before the buildings could be ready for occupancy. Within four days, however, Dr. Scott Mackenzie, Dr. Howard and Dr. Kilpatrick had offered temporary accommodation in the three Theological Colleges, so that the ILO had a group of homes which it used until it moved into the reconstructed premises on November 11. As our last item in this catalogue of individual contributions, I should record the fact that

when the costs of reconstruction were found to exceed the estimates the contractor immediately offered to forego his fee for the job.

"By 1944 conditions throughout the world had improved to the point where the ILO suggested that it would like to repay to McGill University the \$25,000 that had been spent. Soon after the war, the offices in Montreal were abandoned and the ILO returned to its palace in Geneva. The events that I record here have faded into the realm of memory, and many of those who played so outstanding a part in the transfer of the ILO to the McGill campus are today present only in the rich memories of those who knew, and loved, them.

"This bronze tablet which you have unveiled should recall to us more than an ancient episode of global war. It must remind us of our individual opportunities and responsibilities, by recalling vividly the achievements of those who were the exemplars of our yesterdays. Twenty years before the events that we are commemorat-

ing today, the ILO was dependent on outside help. Mr. E. J. Phelan, in 'Yes and Albert Thomas' records how, in 1920, the first Director-General persuaded the Government of the United Kingdom to lend him office space in London and to advance the funds needed to get the Organization started.

"Let us hope that, if such a problem should arise again, it will be as promptly solved. The quality of our civilization is measured in terms of its efforts to enhance the welfare of ordinary men and women throughout the world. The lamps will indeed have gone out if international organizations like the ILO should cease to function because they have no friends."

Senator Leo Troclet of Belgium, Chairman of the ILO Governing Body, also spoke, and expressed the gratitude of the ILO to Canada. Leon Mayrand, Assistant Under-Secretary of State for External Affairs, spoke on behalf of his department. V. C. Phelan, Director of the Canada Branch of the ILO, introduced the speakers.

ILO COMMITTEE STUDIES WORKING HOURS AND SAFETY IN CHEMICAL INDUSTRIES

The Chemical Industries Committee of the International Labour Organization held its second session at Geneva, Switzerland from April 11 to 21, 1950, in the ILO Building, and adopted a series of reports and resolutions concerning problems of the Chemical Industries. The Committee is one of eight tripartite Industrial Committees created for the purpose of giving consideration to the particular and practical problems of the industries concerned. The Committee is responsible to the Governing Body of the ILO. The Chemical Industries Committee was the last industrial committee to be created.

Organization of the Committee

The second meeting was attended by 110 delegates, advisers, observers, and representatives of other international organizations. Of the fifteen States members of the International Labour Organization, of which the Chemical Industries Committee is composed, only China was not represented at the Second Session.

The following fourteen countries sent tripartite delegations: Belgium, Brazil, Canada, Denmark, France, India, Italy, Mexico, Norway, Netherlands, United Kingdom, United States, Sweden, Switzerland.

There were also three observers representative of the German Federal Republic. Observers were also present on behalf of the United Nations, the International Federation of Christian Factory and Transport Workers, and the World Federation of Trade Unions.

The Canadian delegation was composed as follows:—

Government delegates.—S. Picard, Chemical Engineer, Manager, Quebec City local office, National Employment Service, Unemployment Insurance Commission; P. H. Casselman, Labour Economist, Economics and Research Branch, Department of Labour, Ottawa, Ont.

Employers' delegates.—W. H. Mueller, Assistant Superintendent, Chemicals Division, Shawinigan Chemicals Ltd., Shawinigan Falls, P.Q.; R. W. Winsor, Assistant General Manager, Chemicals Department, Canadian Industries Limited, Montreal, P.Q.

Workers' delegates.—S. Barrett, Canadian Director, District No. 50 United Mine Workers of America, Toronto, Ontario; F. G. McIlwain, International Representative and Executive Board Member, International Chemical Workers' Union, Sarnia, Ontario.

Mr. J. J. Ricard of the Ministry of Social Affairs, Denmark, and government representative of the Governing Body was Chairman of this session of the Committee. The Committee elected as Vice-Chairmen, Mr. H. Huston, Assistant to the President, American Cyanamid Co., New York, for the employers' group and Mr. H. Christensen, Chief of Section in the Danish Unskilled Workers' Association, Copenhagen, for the workers' group.

Mr. John Price, Chief of Industrial Committees' Section of the ILO was appointed Secretary-General, while Mr. Kurz and Mr. J. P. Despres served as Executive Secretary and Clerk respectively of the Committee.

Agenda

The agenda for the second session of the Committee as determined by the Governing Body of the ILO was as follows:

1. General Report, dealing with particularly:
 - (a) Action taken in the various countries in the light of the resolutions of the First Session.
 - (b) Steps taken by the Office to follow up the studies and enquiries proposed by the Committee.
 - (c) Recent events and developments in the Chemical Industries.
2. Safety and Hygiene in the Chemical Industries.
3. Special aspects of the organization of working hours in the Chemical Industries.

For each of these items a report had been prepared in advance by the International Labour Office.

Procedure

At the beginning of the Session, plenary meetings were held for the purpose of determining procedure and to permit general discussion of the business before the meeting. As a result of general discussion, it was decided to set up subcommittees in order to deal with items two and three of the agenda. A Working Party was created to deal with the matter of the definition of chemical industries, a task which had been started at the First Session in Paris in 1948. On April 12, the second day of the Session, a Steering Committee was created in order to speed up the work of the Chemical Industries Committee and for the purpose of giving overall direction to the Committee.

Safety and Hygiene

The Subcommittee on Safety and Hygiene had before it the report of Safety

and Hygiene in the Chemical Industries, which had been prepared by the Office. At the first meeting of the Subcommittee the representative of the Secretary-General spoke and explained the difficulties which had been met since the First Session of the Chemical Industries Committee in April 1948, in obtaining material on which to base any drafts to put before the Second Session. There was an absence of suitable existing safety codes which might have given guidance in drafting a code of the type then contemplated.

In the opening stages of the discussion in the Subcommittee it was apparent that there was a strong body of opinion which was opposed to the creation of a large detailed code for the Chemical Industries. This opinion was held by many who had long experience in the compilation and administration of law and codes of various kinds dealing with the safety and health of workers in industry. They held these views not merely because of the difficulties in drawing up such a code but because they thought that the production of such a code was not the best way of achieving the objects which the Committee had in mind.

The Government delegates from the United States, France, Belgium and Brazil, among other Government members, as well as many employers' delegates opposed the setting-up of such a safety code for the Chemical Industries. One of the Government members from France thought the proposed code was unnecessary in view of the recent publication of the Model Code On Safety Regulations For Industrial Establishments by the ILO.

Workers' delegates, for the most part, favoured the creation of such a model safety code for the chemical industries. Each of the three groups submitted draft resolutions on the creation of a model code. A Drafting Committee composed of six members was elected to work out a solution. The Drafting Committee set to work and presented a draft resolution to the 6th sitting of the Subcommittee. With some small modifications to the wording, the resolution was adopted by a vote of 72 to 1 in plenary session. In brief, the resolution recommended that the International Labour Office make a thorough study of possible amendments, additions and deletions to the general code in order to give adequate protection to the workers in the Chemical Industries.

A second resolution, one concerning the classification, labelling and establishment of an international mark of protection in the case of dangerous, obnoxious and toxic chemicals was adopted by a vote of 73 to nil in plenary session.

In all, the Subcommittee on Safety and Hygiene held seven sittings.

Definition of Chemical Industries

The Working Party elected to study the definition of chemical industries, adopted as a basis for discussion the definition previously arrived at by the Committee in 1948 and a study made by the Office since that time. Mr. Picard was elected chairman of the Working Party.

The object of the definition and nomenclature was essentially to determine the scope and competence of the Chemical Industries Committee without prejudice to existing national classifications.

Certain products gave rise to discussion and necessitated recourse to a vote for the purpose of deciding whether or not they should be retained in the new nomenclature, but on many products the Working Party was able to reach agreement rapidly, their inclusion being either unopposed or necessitating only slight modification or again requiring only certain clarification in order to avoid misunderstanding. Among the products that gave rise to the discussion were matches, petroleum chemical products, fats and oils other than edible fats and oils, soap, candles and glycerine, industrial alcohol, synthetic rubber and resins.

The item "artificial and organic fibres, but only up to and including manufacture of the filament to its final preparation for weaving and knitting," gave rise to a lengthy discussion. The Governing Body at its 109th session (Geneva, June-July 1949) had taken a decision which resulted in the deletion of this item from the nomenclature. The Employers' representative of the Governing Body expressed the view that the Governing Body had taken this decision after having examined the report of both the Chemical Industries Committee and the Textile Committee, and that the Working Party should not question or discuss this decision of the Governing Body. The Working Party, however, unanimously considered that it was necessary to discuss the question whether or not to request the Governing Body to reconsider this decision. The Working Party reaffirmed the view that the manufacturing of synthetic organic fibre but only up to and including their final preparation for weaving or knitting, was a chemical process and invited the Governing Body to re-examine the matter.

In regard to this question, the Governing Body which met in Geneva in June 1950, subsequent to the Chemical Industries Committee meeting in April 1950, has taken the following decision:—

Concerning the classification of artificial and organic fibres in relation to problems in which both the Chemical Industries Committee and the Textiles Committee would be interested, the Governing Body adopted the following procedure: in cases in which it appears a conclusion is reached by the Textiles Committee which may affect persons engaged in the manufacture of artificial and organic fibres up to and including their final preparation for weaving or knitting, such conclusions will be communicated to the Chemical Industries Committee for its observations, and governments will be informed that this action is being taken.

The Working Party drew up a definition of the Chemical Industries which included a list of 44 groups of chemical products. This resolution was adopted unanimously by 73 to nil at the 5th Plenary Session of the Committee. The Working Party held six sittings.

Organization of Working Hours

The Subcommittee on the Organization of Working Hours in the Chemical Industries appointed by the Committee at its 3rd Plenary Session, on April 13, 1950, was composed of 30 members (10 for each group). The Subcommittee held eight sittings.

The Subcommittee had before it Report III, *Organization of Working Hours in the Chemical Industries*, prepared by the International Labour Office. This report was composed of two essential parts: one, relating to the organization of working hours in the Chemical Industries, and the other to overtime in these industries. Each part contained a list of points proposed by the Office to serve as a possible basis for discussion.

The Subcommittee began at once the discussion of the list of points prepared by the Office together with the various proposals which had been submitted by the Workers' Members. It agreed on the request of the Employers' Members, who felt it desirable to have the opinion of all their members before taking a definite position, to carry out the discussion in two stages—the first, devoted to a general examination of the points one by one; the second, to decisions on these points.

At the conclusion of the first stage, the Subcommittee decided to set up a Working Party to which it referred the list of points established by the Office and the proposals submitted by the various groups. The Working Party was asked to draw together and if possible reconcile the points of view in the light of the opinions expressed and the arguments put forward during the examination of the points and to present proposals upon which a subcommittee might reach a decision.

The question of the competence of the Subcommittee to deal with some of the points suggested by the Office for study in its report became a major aspect in the discussion. The Employers' Members expressed doubt on the desirability of undertaking examination of various points which did not appear to them to fall within the competence of the Subcommittee.

With reference to the use that might be made of the work of the Subcommittee, various Employers' Members expressed the wish that it should not result in regulations of a compulsory nature, such as legislative measures, and stated their preference for solutions resulting from collective bargaining in the form of collective agreements. This point of view was shared by the United Kingdom Government Member, and by the United States and United Kingdom Workers' Members.

A memorandum was addressed to the Governing Body by the Subcommittee in which it was shown that 14 points for discussion (out of 17 suggested by the Office)

were eventually adopted either unanimously or by a majority vote of the Subcommittee.

Two propositions brought forth by the Workers' group, one dealing with the paying of extra rates for unavoidable shift work, and the other limiting the hours of work per day and per week beyond which overtime should be paid, did not reach agreement. Three other proposals submitted by the Workers' group dealing with overtime and restriction of shift work over the weekend were not debated. Two resolutions, the one requesting the Office to undertake a comparative study of day work and of continuous shift work in the Chemical Industries and another relating to vocational training in the chemical industries were adopted unanimously by the Committee in Plenary Session.

Closing of the Session

The work of the Second Session of the Chemical Industries Committee was officially closed at the Committee's 5th plenary sitting on Friday evening, April 21, 1950.

CANADIAN VOCATIONAL TRAINING 1949-50

A total of \$7,321,850 was contributed by the Federal Government to the provinces in the fiscal year 1949-50 for vocational training.

Gross enrolment during the year was 22,043, making a total gross enrolment of 940,783 since the inception of Dominion-Provincial Training in 1937 to March 31, 1950.

The Annual Report on Canadian Vocational Training for the fiscal year ended March 31, 1950, covers the activities of the Training Branch of the Department of Labour, which is responsible for administering the various projects authorized by the Vocational Training Co-ordination Act of 1942.

The various projects are carried on under agreements between the Federal Government and the provinces, which provide for Federal financial assistance in the operation and development of vocational training.

Federal Government Appropriations

The Report shows that the Training Branch administered Federal appropriations to the amount of \$7,321,850 during the fiscal year ended March 31, 1950. This amount was apportioned as follows:—

Youth Training	\$ 410,000
Supervisory Training	22,000
Training of Discharged Members of the Forces.....	500,000
Training of Armed Forces Per- sonnel	500,000
Apprentice Training	480,000
Training of Unemployed Persons.	350,000
Vocational Schools Assistance.....	2,000,000
Vocational School's Capital Expen- ditures	3,000,000
Replacement of Depreciated Equipment	15,000
Administration	40,850
Advisory Council	4,000
Total	\$7,321,850

Enrolment

Gross enrolment during the year was 22,043, with enrolment in the various divisions as follows:—

Youth Training	5,144
Student Aid	2,741
Supervisory Training	7,042
Training of Discharged Members of the Forces	270
Training of Armed Forces Personnel	656
Apprentice Training	5,022
Training of Unemployed Persons..	1,168
Total	22,043

Youth Training

The main activity under the Youth Training division of the Vocational Training Agreement was student aid. This consisted of financial assistance in the form of a loan, outright grant, or combination of both, given at the discretion of each province to students to make possible continuation of their courses. This division was operative in all provinces except Newfoundland. Apart from Quebec and the four western provinces, at whose request a special section of the schedule provided for assistance to nurses-in-training at hospitals, the plan was restricted to university students registered in a course leading to a degree.

Approximately \$262,757 was given in grants and \$179,805 in loans. Altogether, 2,741 students—1,807 men and 934 women—were assisted in this way: 425 in medicine, 85 in dentistry, 395 in applied science and engineering, and 746 in arts and sciences. Several provinces, it is noted, provided additional assistance solely from provincial funds.

Courses in agriculture and rural home-making again predominated.

Supervisory Training

Quebec was the only province to continue supervisory training in 1949-50. Training was given to supervisors and personnel officials in industry through the media of job instruction, job relations, job methods and job safety institutes and conferences. The number trained under this plan in the year was 7,042.

Training of Discharged Members of the Forces

The training of war veterans was continued but on a much reduced scale. At the end of the fiscal year 264 men and 6 women were in training.

Training of Armed Forces Personnel

A new schedule of the Vocational Training Agreement was authorized by Order in Council on March 29, 1950, to provide for the training of armed forces personnel. It had been operative only in Saskatchewan, Manitoba, Ontario, Quebec and New Brunswick. The new schedule has been accepted by all provinces.

No training was carried out for the navy or the air force but training for army personnel was given in CVT schools or under CVT auspices in Saskatchewan, Manitoba, Ontario, Quebec and New Brunswick. The total enrolment was 656. The bulk of the training was in driver mechanics; some courses were held for vehicle mechanics, building tradesmen and clerks.

An experimental course in English, with particular reference to trade terminology, was organized at the Three Rivers Technical School for French-speaking army personnel, to enable them to undergo instruction in English in army schools. Forty-seven soldiers were admitted to the first course and the military authorities have requested that a second course be provided upon completion of the first.

Apprentice Training

The principle of pre-employment apprentice training which was authorized by Order in Council of December 21, 1948, has now been accepted by all provinces with which there is an apprentice agreement. The provinces with which there is no agreement are Newfoundland, Prince Edward Island and Quebec. Pre-employment classes have been established in Alberta, Manitoba, New Brunswick and Nova Scotia. Saskatchewan did not accept the amendment until late in 1949 and classes had not been opened at the end of the fiscal year. Total enrolment during the year was 5,022.

Training of Unemployed Persons

The training of unemployed persons is carried out under a separate division of the Vocational Training Agreement. Although the division has been accepted by all provinces except Newfoundland, training was carried out only in British Columbia, Alberta, Saskatchewan, Manitoba, New Brunswick and Nova Scotia. Arrangements were made to commence training for unemployed persons in Quebec in April, 1950. Provincial authorities in Ontario and Prince Edward Island did not consider that a need for such training had developed.

Although there has been no great increase in enrolments, steady improvement in courses and arrangements for placing unemployed persons in them is reported. At the close of the year, 280 men and 347 women were in training under the plan. Courses offered included auto body repair, barbering, cabinet making, commercial, cooking, drafting, dressmaking, machine operating, practical nursing, radio, restaurant management, sheet metal work, shoe repair, upholstering, watch repair, woodwork, etc.

Vocational Schools Assistance

The purpose of the Vocational Schools Assistance Agreement is to provide financial assistance for vocational training on the secondary school level. The Minister of Labour was authorized to enter into an agreement with any province, covering a ten year period commencing April 1, 1945. With the signing of an agreement by Newfoundland on February 1, 1950, agreements are now in effect in all provinces. Under the agreements, since April, 1945, 103 buildings were approved for Federal contribution, and at the end of the fiscal year 66 had been completed and were in operation, 14 were under construction, and 23 had not been commenced. Vocational training in one or more fields was introduced in 24 new centres during the year.

Vocational Correspondence Courses.—The Minister of Labour was authorized by Order in Council of March 4, 1950, to enter into an agreement with any province to provide financial assistance in promoting the preparation of new correspondence courses and revision of existing ones. A participating province receiving such assistance

must agree to provide any correspondence course to any person in any other province at the same price charged to its own residents.

Newfoundland.—On February 1, 1950, a Vocational Schools Assistance Agreement was completed between the Federal Government and Newfoundland. The agreement provides for an annual grant of \$10,000, unmatched by the Province, commencing with the fiscal year 1949-50, and continuing for each fiscal year up to 1954-55, inclusive; an annual allotment of \$55,800 to be matched by provincial expenditures of equal amount, over the same period; and an amount of \$292,250, to be matched by provincial contributions of equal amount, for capital expenditures for vocational school buildings and equipment, subject to certain requirements, also over the same period.

Although it had not been possible by the end of the fiscal year to organize any training activities in Newfoundland in conjunction with the provincial authorities, the province has been able to utilize the \$10,000 annual outright grant under the Vocational Schools Assistance Agreement, and also to take up a small portion of the amount which has been made available for operating expenditures under the same agreement.

Vocational Training Advisory Council

The Vocational Training Advisory Council met twice during the year for the purpose of discussing vocational training matters and advising the Minister regarding the training program generally.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

A fifteen-day extension was allowed during September for the negotiations between the railways and railway labour organizations prescribed by The Maintenance of Railway Operation Act.

Introduction

Following upon the termination of the railway strike on August 30 and the resumption of operations the following day on the railways and their ancillary services, the month of September was quiet and uneventful from the standpoint of labour-management relations and the Industrial Relations Branch of the Department of Labour experienced a welcome breathing spell.

On September 9 the Hon. Milton Gregg, Minister of Labour, received a joint letter from the vice-presidents of the Canadian National Railways and the Canadian Pacific Railway Company and the leaders of the two groups of international and national trade unions involved in the railway dispute, stating that the parties had commenced negotiations looking to a collective agreement, in compliance with the provisions of Section 5 of The Maintenance of Railway Operation Act (L.G., Oct., 1950, p. 1653). The letter added that a situation had intervened which prevented immediate

continuance of the discussions, in that the officers of the trade unions and members of the Joint Negotiating Committees found it necessary and desirable to attend the annual conventions of the Trades and Labour Congress of Canada and the Canadian Congress of Labour. Consequently, the parties had agreed that it would be impractical to give sustained attention to the negotiations within the thirty-day period prescribed by Parliament in The Maintenance of Railway Operation Act, and a joint request was made for a fifteen-day extension of the period for negotiations, during which it was hoped that settlement would be reached.

Consequent upon the request of the parties, an Order in Council was approved on September 11 by the Governor General in Council granting the desired extension.

As reported below in this article, the settlement of three minor disputes was achieved during the month and two Boards of Conciliation and Investigation were established.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by

the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Concilia-

tion Officers, Conciliation Boards, Industrial Inquiry Commissions for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing

the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of September. The Board issued one certificate designating a bargaining agent, rejected one application for certification, and ordered one representation vote. During the month the Board received six applications for certification.

Application for Certification Granted

The National Union of Operating Engineers, for a unit of employees of the National Harbours Board comprising operating enginemen and operating engineers employed in the cold storage warehouse refrigeration plant at Montreal Harbour.

Application for Certification Rejected

The International Brotherhood of Electrical Workers and the International Association of Machinists, joint applicants, and the Canadian National Railways (L.G., Sept., 1950, p. 1556). (See Reasons for Judgment below.)

Representation Vote Ordered

The Canadian Brotherhood of Seamen and the Western Union Telegraph Com-

pany (L.G., May, 1950, p. 675). The Board ordered the vote following an investigation and a public hearing of the parties concerned.

Applications for Certification Received

1. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of employees of National Terminals of Canada Limited, Montreal (Investigating Officer: C. E. Poirier).

2. The Order of Railroad Telegraphers (System Division No. 7), on behalf of a unit of employees of the Canadian Pacific Railway Company employed in the Communications Department of the Company (Investigating Officer: R. Trépanier).

3. The West Coast Seamen's Union (Canada), on behalf of uncertificated personnel employed on board deep sea dry cargo vessels owned or operated by the Western Canada Steamship Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

4. The West Coast Seamen's Union (Canada), on behalf of uncertificated personnel employed on board deep sea dry cargo vessels owned or operated by Johnson, Walton Steamships Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

5. The West Coast Seamen's Union (Canada), on behalf of uncertificated personnel employed on board deep sea dry cargo vessels owned or operated by Canadian Union Line Limited, Vancouver (Investigating Officer: D. S. Tysoe).

6. Local No. 882, International Union of Operating Engineers, on behalf of engineers employed by the Central Mortgage and Housing Corporation in its steam heating plants at Park Crescent, New Westminster, B.C. (Investigating Officer: D. S. Tysoe).

REASONS FOR JUDGMENT in application for certification affecting

International Brotherhood of Electrical Workers and International Association of Machinists, *Joint Applicants,*
and

Canadian National Railways, *Respondent,*
and

Canadian Brotherhood of Railway Employees and Other Transport Workers, *Intervener.*

The Applicants, two craft unions, the International Brotherhood of Electrical Workers and the International Association of Machinists, apply to be jointly certified as bargaining agents for a bargaining unit consisting of electrical workers, artificers, plumbers and marine engineers employed on the two ferry ships operated by Canadian National Railways between Cape Tormentine, N.B., and Port Borden, P.E.I. The employees in the classifications of second, third, and fourth engineers, engine-room artificers and plumbers included in the unit are claimed to be members of the International Association of Machinists. The employees in the classifications of electricians are claimed to be members of the International Brotherhood of Electrical Workers. The classifications of chief engineer, chief electrician, and electrical engineer have not been included by the Applicant in the proposed bargaining unit on account of their supervisory duties.

At the present time, all of the employees in the proposed unit are represented for collective bargaining purposes by the intervener. The intervener is a party to a collective agreement with the respondent covering these employees and the balance of the engineroom staff of which they are a part on the two ferry boats.

The joint application is made under the provisions of subsection five of Section seven of the Act. This subsection provides that two or more trade unions claiming to have as members in good standing of the unions a majority of employees in a unit that is appropriate for collective bargaining may join in an application for certification as bargaining agent for the unit.

The applicants submit that the two unions as representing the majority of employees comprising a craft group are entitled to certification as bargaining agent

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, A. Deschamps, A. J. Hills, A. R. Mosher, G. Picard and H. Taylor, members.

The Judgment of the Board was delivered by the Vice-Chairman.

for the group under the provisions of Section eight of the Act. The respondent and the intervener base their opposition to the application on the ground that these employees are part of a long-established bargaining unit consisting of the entire engineroom staff on both boats and represented by the intervener for collective bargaining purposes with the respondent. The intervener argues strongly that the recognition of this small group as a separate bargaining unit would seriously disturb the existing seniority rights which have been established and the opportunities for promotion which are open to employees within the larger unit. The present engineroom staff unit, which comprises a total of some 82 employees, includes not only the classifications in the proposed bargaining unit but also oilers, firemen, trimmers, and artificers' helpers. Both the intervener and the respondent assert that the established practice of the respondent has been to afford to employees in other classifications in the engineroom staff the opportunity for promotion into the electrical classifications, which opportunity would be cut off if the smaller bargaining unit were approved. They further contend that under the established practice in the marine industry it is not customary nor is it conducive to efficient operation to segregate for collective bargaining purposes employees comprising the proposed bargaining unit from other employees in the engineroom staff.

In reply the applicants contend that the ferry boat operations are part of the railway service, and that the electricians on these boats are part of the railway electrician craft group which the International Brotherhood of Electrical Workers represents for collective bargaining purposes with the respondent, and that the engineers on the boats are part of the railway machinists craft group which the International Association of Machinists represents for collective bargaining with the respondent. The applicants, therefore, claim the right to bargain jointly for the electricians and the engineer classifications on the two boats.

Section eight of the Industrial Relations and Disputes Investigation Act reads as follows:—

Where a group of employees of an employer belong to a craft or group exercising technical skills, by reason of which they are distinguishable from the employees as a whole and the majority of the group are members of one trade union pertaining to such craft or other skills, the trade union may apply to the Board subject to the provisions of Section seven of this Act, and shall be entitled to be certified as the bargaining agent of the employees in the group if the group is otherwise appropriate as a unit for collective bargaining.

The purpose of this section is to preserve the identity of craft groups of employees for collective bargaining purposes, and to enable them to be represented for collective bargaining by a union pertaining to their craft.

The Wartime Labour Relations Board (National) in disposing of an application for certification for a craft group made up of bricklayers and apprentices in a steel plant under a section of the Wartime Labour Relations Regulations similar in effect to Section eight of the present Act, certified the Bricklayers, Masons and Plasterers' International Union of America, a craft union, as bargaining agent for the craft unit, notwithstanding that this group had prior thereto been part of a plant unit which had over a number of years been represented in collective bargaining by an industrial union. In its reasons for decision (reported in DLS 7-678) the Board in that case said:—

The mere fact that this craft group has not had separate representation for collective bargaining purposes in this plant in the past several years does not in itself operate as a bar to recognition at this time as a separate craft bargaining group as provided in Section five, subsection four, of the Regulations.

The same Board in the International Harvester Company case (reported in DLS 7-699) gave effect to an application of the Pattern Makers' Association, a craft union,

for certification as bargaining agent of a unit of pattern workers that had prior thereto been part of a plant unit.

The same Board in the Air Engineers' Society of Canada and Trans-Canada Airlines case (reported in DLS 7-721) was called upon to consider an application for recognition of a separate craft unit for air engineers who were, at the time of the application, part of a larger unit covering all mechanic classifications. The application was opposed by the employer and the International Association of Machinists on the ground that air engineers could not be regarded as a separate craft, but should remain part of the mechanic craft group. The normal line of promotion to other classifications was from the other classifications in the machinists' group. The Board in holding that the group was not a separate craft group appropriate for collective bargaining said:—

The right to such separate recognition as a separate craft group must be determined rather by the nature of the work, skills exercised, and training required in acquiring such skills, and the manner in which the work is performed.

and gave substantial weight to the relationship with and practice of promotion from other mechanic classifications in the same employment.

Applying the principles laid down in those cases, which the Board considers are equally cogent in the application of Section eight of the present Act, this Board is unable to accept as conclusive in the present case the argument put forward by the respondent and the intervener that the application should be rejected because the establishment of a separate unit would interfere with seniority rights and promotional opportunities of other employees established within the present engineroom unit.

On the other hand, the applicants have failed to satisfy this Board that the ferry boats' operations are in fact a part of the railway operations, or that either the marine engineers or the electrical workers are in fact a part of the railway mechanical and electrical craft groups.

The ferry boats are substantially-sized vessels operating in maritime waters between New Brunswick and Prince Edward Island. The work on these vessels is directed, organized and carried on in a manner substantially in accordance with normal shipping operations, and certainly has no correspondence to railway operations. The classifications in the engineroom and the duties pertaining thereto appear to correspond more closely to those pertaining to normal ships' operations than to railroad operations. It was not established that the

marine engineers were drawn from railway machinist ranks, nor the electricians from the railway electrician ranks, nor that there was any interchange of personnel. In fact, the weight of evidence placed before the Board was to the contrary effect. According to this evidence, the unlicensed electricians have been for the most part promoted from the other classifications in the engineroom, and marine engineers from other sources in the marine industry.

For the reasons mentioned, the Board, in considering the question of the appropriateness of the bargaining unit, concludes that this should be determined in the light of trade union custom and collective bargaining practice in the shipping industry rather than the railway industry. In the shipping industry the unlicensed personnel in the engineroom have been held by the decisions of this Board and the Wartime Labour Relations Board under the Wartime Labour Relations Regulations, to be an appropriate bargaining unit. This is also the practice in the maritime industries in other jurisdictions in so far as the knowledge of this Board extends thereto. It was these considerations which formed the basis of the Board's decision at an earlier date in rejecting an application by the International Brotherhood of Electrical Workers to be certified as bargaining agent for the electrician classifications included in the present application.

The present application, it should be noted, is not an application for certification limited to one craft group, as, for example, marine engineers. The proposed unit includes not only marine engineers and artificers, who are claimed to be a machinist craft group, but also electricians, whom the applicants claim belong to a separate craft, namely the electrical craft.

The Board is of opinion that an applicant cannot rely upon the provisions of Section eight of the Act when certification is sought in respect of a unit extending beyond one craft group. For example, it would not appear to be consistent with either the purpose or the provisions of the section to include several separate crafts, such as bricklayers, carpenters and machinists, in one unit if the applicant wishes to rely on Section eight, since the purpose of the section is to preserve the identity of the individual craft group for collective bargaining purposes, and the section does not by its terms go beyond this purpose.

The applicants rely upon the provisions of Section 7 (5) as authority for the present joint application. This subsection reads as follows:—

Two or more trade unions claiming to have as members in good standing of the said unions a majority of employees in a unit that is appropriate for collective bargaining, may join in an application under this section and the provisions of this Act relating to an application by one union and all matters or things arising therefrom, shall apply in respect of the said application and the said unions as if it were an application by one union.

This provision would no doubt provide authority for two unions pertaining to the same craft in making joint application under Section eight to be certified for a group of employees belonging to that craft. Likewise, a similar application could be made for employees belonging to more than one craft and constituting an appropriate unit, provided that in this latter case it is not intended to rely on Section eight as the basis of certification, and provided further, of course, a majority of employees in the unit considered appropriate support the application.

The provision does not, however, for the reasons given, provide authority to enable applicants to obtain certification on the present application under Section eight.

For the several reasons set forth above, the Board finds the unit to be inappropriate and rejects the application accordingly.

(Sgd.) A. H. BROWN,
Vice-Chairman
and Acting Chairman
for the majority
of the Board.

While not agreeing completely with the reasons given above, in particular that a joint craft unit is inappropriate, I concur in the result.

(Sgd.) W. L. BEST,
Member.

A. G. SMITH, Esq.,
R. W. WORRAKER, Esq.,
for the Applicants.

P. E. AYRHART, Esq.,
H. H. JOHNSON, Esq.,
S. J. LOCKHART, Esq.,
J. MOORE, Esq.,
for the Respondent.

ELROY ROBSON, Esq.,
F. H. GILLESPIE, Esq.,
R. McALEER, Esq.,
for the Intervener.

Dated at Ottawa, September 6, 1950.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officer Appointed

On September 7, the Minister appointed a Conciliation Officer to deal with a dispute between the Quebec Railway, Light and Power Company and the Catholic Syndicate of Garage Employees of the Quebec Railway, Light and Power Company, Inc. (Conciliation Officer: L. Pepin).

Settlements Facilitated by Conciliation Officers

1. On September 19 the Minister received a report from L. Pepin, Conciliation Officer, indicating the settlement of matters in dispute between the Quebec Railway, Light and Power Company and the Catholic Syndicate of Garage Employees of the Quebec Railway, Light and Power Company, Inc. (see above).

2. On September 25, 1950, the Minister received a report from R. H. Hooper, Conciliation Officer, indicating the settlement of matters in dispute between the Canadian Pacific Transport Company, Limited, affecting employees of the Company in Manitoba and Saskatchewan, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Aug., 1950, p. 1172).

3. On September 8, 1950, the Minister received a joint telegram from Messrs. H. Chambers, Personnel Officer, British Overseas Airways Corporation, and E. P. Henley, President, Association of Aviation Employees (Federal Labour Union No. 24609), indicating the settlement of matters in dispute between the Company and Union, affecting ground employees of the Company at Gander, Nfld. The settlement was reached following the appointment of H. R. Pettigrove as Conciliation Officer (L.G., Sept., 1950, p. 1556), and before Mr. Pettigrove could make his services available to the parties.

Conciliation Boards Appointed

On September 8, 1950, the Minister appointed two Boards of Conciliation and Investigation to deal with disputes between The Canadian Press and the American Newspaper Guild and between Press News Limited and the American Newspaper Guild. The Boards were appointed following receipt of reports from James H. Stitt, Conciliation Officer (L.G., Oct., 1950, p. 1669). Constitution of the Boards had not been completed at the end of the month.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in separate articles following this.

Logging

NORTHWESTERN ONTARIO.—CERTAIN PULP AND PAPER MANUFACTURERS AND OTHER PULPWOOD CUTTING AND LOGGING OPERATORS AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA (LUMBER AND SAWMILL WORKERS UNION).

Agreements, negotiated jointly but signed by individual companies, to be in effect from August 30, 1950, to August 31, 1951, and thereafter from year to year, subject to notice. The agreements are similar to the ones previously in effect (L.G., March, 1950, p. 340) with the following changes and additions:—

Vacations with pay: the following provisions have been added—effective September 1, 1950, employees of companies whose woods departments have been operating for 15 years, who have completed 15 years of continuous service will be given 3 weeks vacations with pay. After 3 months of continuous service cooks shall be entitled to 7 days' time off with pay and cookees, chore boys, watchmen, barn bosses, raftsmen and inland waters logmen to 3 days in addition to vacation with pay benefits; such time off to be taken at a time mutually satisfactory to both parties; if, for any reason, such time is not taken employees will receive pay in lieu thereof.

Wage rates for daily-rated employees are increased by 50 cents per day and the rates for cutting pulpwood and fuelwood by 25 cents per single cord. The rate for strip roads is unchanged at one cent per foot for 7-foot road and 1½ cents for 10-foot road. The following provisions have been added; payment will be made for walking distance at the rate of 5 cents per cord for each 500 feet walked in excess of 1½ miles to start of strip; when a man has cut and piled 75 cords of rough pulpwood or 37 cords of peeled pulpwood in any one camp, he will be paid in addition to above rates a bonus of 55 cents per cord for rough wood and 75 cents per cord for peeled wood. The rates for loading and hauling and changing sleighs at spotting grounds, or where unloading is done by mechanical means, are increased and rates are also provided for longer

A 5-year term, a non-contributory Pension Plan, a contributory Insurance Program covering Life, Extra Accident, Sickness and Accident, Physicians' Attendance, Hospitalization and Surgical Operation insurance, a progressive reduction of working hours from 44 to 40 per week and progressive wage increases with a cost-of-living escalator clause are the main features of the collective agreement between General Motors of Canada, Limited, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.

Sick leave with pay under certain conditions is provided in an agreement between Longlac Pulp and Paper Company, Ltd., Terrace Bay, Ont., and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Both agreements are summarized below.

hauls; they now range from 90 cents per cord for peeled wood and \$1 for rough wood for haul up to one-quarter mile, up to \$2.95 per cord for peeled wood and \$3.55 for rough wood for haul of 5 miles.

Working conditions: the charge for board and lodging is increased from \$1.65 per calendar day to \$1.75.

Manufacturing

Pulp, Paper and Paper Products

TERRACE BAY, ONT.—LONGLAC PULP AND PAPER COMPANY, LTD., AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, LOCAL 665.

Agreement to be in effect from July 5, 1950, to April 30, 1951, and thereafter from year to year, subject to 30 days' notice.

Union security: all employees eligible for membership in the union shall, as a condition of continued employment, join the union and maintain their membership in good standing. New employees shall join the union within 30 days. When hiring new employees the company shall give preference to union members when competent and desirable members, in the judgment of management, are available.

Hours: 8 per day 6 days a week, a 48-hour week. *Overtime:* time and one-half will be paid for work in excess of 8 hours per day (except when, in the case of tour workers, such work is caused by the absence of employees' partner or by change of shift) and for work on Sunday or the alternative

day off. Double time and one-half shall be paid to employees who work on 4 specified *paid holidays* and whose work is directly related to the resumption of operations after a shut down; employees whose work is not so related shall receive time and one-half for hours worked, and another day off with pay within 30 days or, if this is found impossible, 8 hours' pay in lieu thereof. One additional holiday with 8 hours' pay will be designated through local negotiations. At management's option the mill may operate on such day; if it does operate wages will be paid on a straight time basis.

Vacations with pay: all hourly-paid permanent employees shall be entitled to one week after one year's continuous service and to 2 weeks after 3 years' continuous service.

Wage rates for certain classes: Wood handling and preparation—jack ladder man \$1.05; saw tender, chipperman \$1.13; boat operator, senior \$1.31, junior \$1.16; saw filer \$1.26, stackerman \$1.07; craneman, licensed \$1.50, unlicensed \$1.31; winchman \$1.16, crane helper \$1.13; head conveyor man, knife grinder \$1.26; drumbarker man \$1.10, bark press man \$1.07, chip bin man \$1.06, labourer \$1.05. Pulp conversion—digester cook \$1.40, helper \$1.18; brown stock washer (pulp) \$1.29, evaporator operator \$1.31, caustic operator \$1.33, caustic helper \$1.10, operator lime kiln and gas producer \$1.26, operator lime kiln \$1.20, screen room operator \$1.31, helper \$1.09, sluice knoter men \$1.06, utility men, cleaners \$1.05, bleach operator \$1.45, helpers \$1.13 and \$1.24. Engineering (steam and recovery)—shift engineer \$1.68, firemen \$1.20 and \$1.35, coal handler boiler \$1.10; recovery boiler operator \$1.41, first helper \$1.20, second helper \$1.14; pumping station operator \$1.28, lancer \$1.13, meter man \$1.33. Engineering (maintenance and structural)—electricians, millwrights, mechanics (auto), machinists, pipefitters: head \$1.45 to \$1.54, class A \$1.37 to \$1.45, class B \$1.37, helpers \$1.14 to \$1.20; rigger, mason, pipe coverer \$1.37; blacksmith, sheet metal men, welders \$1.37 to \$1.45; tool room man, truck driver \$1.10; head oiler \$1.45, oiler \$1.20. Service—tractor driver \$1.31, Diesel engineer \$1.39, switchman \$1.18 and \$1.24; bus driver, head pulp labourer, pulp inspector \$1.18; pulp labourer, truck driver, trackman, raw materials unloader \$1.10; warehouse checker \$1.13, labourer \$1.05.

A *shift differential* of 3 cents per hour shall be paid for all hours of work on tour or shift work occupations between 8 p.m. and 8 a.m.

Sick leave with pay: after one year's continuous service an employee may be paid his regular wages for 6 days if he is unable to work for 14 consecutive days because of a non-industrial illness or an off-duty accident.

Employees' Mutual Benefit Policy provides for its members benefits of \$2.50 per day in case of sickness or off-duty accidents and special benefits for the loss of hands, feet, eyes, fingers or toes resulting from off-duty accidental injury and one-half of dental bills up to \$15 annually and one-half of optical bills up to \$10 annually. Dues are \$1.50 per month. *Group Life Insurance:* employees may enrol at time of employment or within 60 days for basic insurance of \$2,000 at 20 cents per month. After 6 months' service they may enrol for additional insurance according to annual earnings at 50 cents per additional thousand. The policy contains the

total disability clause. *Blue Cross Hospital Plan:* all employees are enrolled after approximately 45 days' service at the company's expense. Families may be covered under the semi-private service at employee's expense. *Medical Plan:* as a term of employment employees pay \$1 per month which entitles them to professional services of the local doctors and medicines prescribed by them.

Provision is made for *seniority rights and grievance procedure*.

MILLE ROCHES, ONT.—PROVINCIAL PAPER LIMITED (MILLE ROCHES DIVISION) AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS, LOCAL 218.

Agreement to be in effect from May 1, 1950, to April 30, 1951, and thereafter from year to year, subject to 30 days' notice. This agreement is similar to the one previously in effect (L.G., Oct., 1949, p. 1242) with the following changes:—

Vacations with pay provisions now provide an additional week to employees after 15 years' service making it 3 weeks in all.

Wage rates for most classifications are increased by 7 cents per hour.

THOROLD, ONT.—PROVINCIAL PAPER LIMITED (THOROLD DIVISION) AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, LOCAL 290.

Agreement to be in effect from May 1, 1950, to April 30, 1951, and thereafter from year to year, subject to 30 days' notice. This agreement is similar to the one between Provincial Paper Limited (Mille Roches Division) and the International Brotherhood of Paper Makers, summarized above.

Hourly wage rates for certain classes: cookers and washers—pulp runners \$1.08, pulper helpers \$1, washers and screens \$1.05; beaters—beater engineers \$1.38, pulper runners \$1.10 and \$1.12, helpers \$1.05, broke pulper 99 cents, size, bleach, clay \$1.09; machines—machine tenders \$1.40 and \$1.49, back tenders \$1.18 and \$1.27, third hands \$1.09 and \$1.13, fourth hand \$1.04, spare \$1.10, swipe, coreman 99 cents; calendars and winders—calendar runners \$1.17, re-winder runners \$1.12, helpers 99 cents; finishing—trimmers \$1.16, finishers, new \$1.07, present personnel \$1.14; sample girl 87 cents, girls 83 cents, shipper \$1.18, trucker 99 cents, stockkeeper \$1.14; millwrights, machinists, mechanics—lathe man \$1.42, class A \$1.37, class B \$1.30, helpers \$1.09 and \$1.17, oiler \$1.10; yard—unloading crew, new 97 cents, present help 98 cents, Clark truck operator \$1.04. The above rates are in most cases 7 cents per hour higher than the previous rates.

GEORGETOWN, ONT. — PROVINCIAL PAPER LIMITED (GEORGETOWN DIVISION) AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, LOCAL 481.

Agreement to be in effect from May 1, 1950, to April 30, 1951, and thereafter from year to year, subject to 30 days' notice. This agreement is similar to the one between the Provincial Paper Limited (Mille Roches Division) and the International Brotherhood of Paper Makers, summarized above.

Hourly wage rates for certain classes: colour room—colour man \$1.21, mixers \$1.11, strain-

ers, clay mixers \$1.04; coating machines—machine tenders \$1.26, back tenders \$1.21, third hands \$1.06, fourth hands \$1.01 and \$1.06, labourers 97 cents, paster \$1.14, helper 99 cents; calendars and winders—wide calendar runners \$1.22, calendar runners, embosser runners, brush machine operator \$1.17, winder runners \$1.11; calendar helpers, winder helpers \$1, wide calendar helpers \$1.01; trimmers—operators \$1.12 to \$1.20; loader, unloader \$1.10; helpers \$1.01, inspector (female) 87 cents; finishing—wrappers (reams) \$1.07, finishers (skids and cases) \$1, sample girls 87 cents, girls 83 cents, tablemen, balermen \$1.01; box shop—case maker \$1.12, helpers \$1.01; millwrights, machinists, mechanics—class A \$1.37, class B \$1.30, helpers \$1.09 and \$1.17, painters class B \$1.17. The above rates represent, in most cases, an increase of 7 cents per hour over the rates previously in effect.

Manufacturing

Metal Products

OSHAWA, ONT.—GENERAL MOTORS OF CANADA LIMITED AND THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 222.

Agreement to be in effect from June 12, 1950, to June 11, 1955, and thereafter from year to year, subject to 60 days' notice. The company recognizes the union as the exclusive bargaining agency for its employees with respect to wages, hours and working conditions.

Check-off: the company agrees to deduct from the pay of each employee such sums as may, from time to time, be assessed by the union on its members, excluding any initiation fees and any special assessments which relate to any special union benefit, and remit same to the union. In the event of an unrepudiated illegal strike the company may, at its option, cease to make such deductions.

Hours: 9 per day Monday through Thursday, 8 on Friday, a 44-hour week (except for power house employees). The above hours shall be reduced by one hour per week in each of the years 1951 to 1954 inclusive, such reduction to become effective on June 12 in each year. **Overtime:** time and one-half for work in excess of the regular hours and for work on Saturdays, Sundays and 2 specified holidays; double time for work on 6 specified *paid holidays*. Should any such paid holiday fall on a Saturday or on an employee's regular scheduled day off he shall receive 8 hours' pay at his regular hourly rate. Power house employees shall be paid time and one-half for work in excess of 8 hours per day or 48 hours per week. A 10-minute *rest period* for all employees will be given in the morning and in the afternoon conditional upon the rest period limits being adhered to and production maintained.

Vacations with pay: one week after one year's seniority, 1½ weeks after 3 years', 2 weeks after 5 years' and 3 weeks after 15 years' seniority.

Wage rates, other than group bonus base rates, in effect at the date of this agreement shall be increased by 5 cents per hour and the group bonus base rate by 3 cents per hour. All employees shall receive, by way of improvement factor, a further increase of

3 cents per hour on June 12, 1950, and further increases of 3 cents per hour on June 12 of each of the years 1951 to 1954. In addition, a *cost-of-living allowance* will be granted to all employees on the following basis: beginning with the first pay period on or after June 12, 1950, and at quarterly intervals thereafter to March 12, 1955, the amount of the cost-of-living allowance for any 3 month period will be based on the Dominion Bureau of Statistics' Cost-of-Living Index published in June, 1950, and at quarterly intervals thereafter to March, 1955. For every 1.3 point rise in the index above 164 a one cent per hour increase will be granted. Such adjustment will be made upwards or downwards but in no event will a decline in the index below 164 provide the basis of a reduction in the wage scale. All new men employees shall be paid at the rate of 5 cents per hour less (women and boys 3 cents less) than the standard rate for their respective classifications.

Night shift differential: the present practice of paying a 5 cent premium for night shift work will be continued.

Provision is made for *seniority rights*, *grievance procedure* and an *apprenticeship plan*.

PENSION PLAN

A supplemental agreement between the two parties provides for the establishment of a Pension Plan, contingent upon obtaining the approval of the Company's Board of Directors and shareholders not later than December 1, 1950. The Pension Plan may be adopted by any Canadian wholly-owned subsidiary company of General Motors Corporation by appropriate action of its Board of Directors. The effective date of the plan is to be set by the Company, but it shall not be later than December 1, 1950, and it shall continue until the termination of the collective agreement.

Eligibility for Retirement and Amount of Pension—Normal retirement: "An employee who on or after the effective date of the Plan shall have attained age 65, and shall have completed 10 or more years of credited service and who shall cease active service," or "An employee separated from the Company's active employment because of quit, discharge or release on or after January 1, 1950 and prior to the effective date of the Plan, and who at the time of such separation had attained age 65 and who had completed 10 or more years' credited service," or "An employee on lay-off or approved Company leave of absence on the effective date of the Plan and who on that date has completed 10 or more years of credited service and who has neither suffered a break in seniority nor returned to work at the date he reaches age 65, or the effective date of the Plan, whichever is later," shall be entitled to receive a pension the monthly amount of which "shall be \$1.50 for each year of credited service, provided that not more than 30 years of service shall be credited for the purpose of such pension."

Early retirement: "On or after the effective date of the Plan an employee who has attained age 60 but not age 65 and who has completed 10 or more years of credited service may retire at his option, or may be retired at the option of the Company." If retired at his option or discharge for cause such employee "may receive at his election either (i) a pension commencing at age 65

based upon his credited service at the time of early retirement" and determined as in the case of normal retirement "or (ii) a pension commencing at the time of early retirement calculated by reducing the pension determined under sub-paragraph (i) immediately above by 6/10 of 1 per cent for each completed calendar month by which such employee is under the age of 65 at the time of early retirement." An employee retired at the option of the company "shall receive a pension commencing at the time of early retirement based upon his credited service at the time of early retirement, the amount of such pension to be determined" as in the case of normal retirement.

Automatic retirement: "An employee who has attained age 69 on or before January 1, 1952 shall be automatically retired on that date, and thereafter an employee shall be automatically retired on the first day of the month following his 69th birthday." Under certain conditions employees with between 5 and 10 years of credited service who reach the automatic retirement age or date shall receive a monthly pension of \$15.

Total and permanent disability retirement: "An employee with at least 15 years' credited service who . . . becomes totally and permanently disabled after his 50th but prior to his 65th birthday, shall be eligible for a disability pension." The amount of such pension is to be determined as in the case of normal retirement.

Supplementary Pension Benefits: In the case of normal retirement, early retirement at the option of the company, and total and permanent disability retirement the company will provide "until such time as there is a Federal or Provincial Old Age or total and permanent disability benefit other than one provided on a "needs" basis, . . . a supplementary pension of \$10 per month for an employee with 25 or more years of credited service. The monthly supplementary pension for an employee with 10 or more years but less than 25 years' credited service shall be that proportion of \$10 which the employee's credited service bears to 25 years of credited service." Upon enactment of legislation entitling an employee upon retirement to statutory benefits in excess of \$45 per month the supplementary pension shall be reduced by such excess amount. However, the early retirement and disability pension will then be increased from \$1.50 to \$2.60 per month for each year of credited service, not in excess of 30 years, until the pensioner attains age 65 or the age at which he becomes entitled to a statutory benefit. In certain cases where the pensioner receives benefits (workmen's compensation, disability benefits, previous retirement plan of company) provided by premiums, taxes or other payments at the expense of the company, the monthly pension may be reduced by a corresponding amount.

Financing: "The Company shall execute a Trust Agreement with a trustee or trustees selected by the Company to manage and operate the Pension Fund . . . The Company will determine the form and terms of any such Trust Agreement . . . For a period of five (5) years commencing December 1, 1950, the Company shall make such contributions to the trustee or pay such premiums under any insured contract for the purposes of providing pensions under the Plan as shall be required under accepted actuarial prin-

ciples to maintain the Plan and pension or insured fund in a sound condition and shall pay for expenses incident to the operation and management of the Plan. No employee shall be required to make any contributions to the Plan."

Administration: The general administration of the provisions of the Plan shall be vested exclusively in the Company. A Board of Administration shall be established, composed of 4 members, 2 appointed by the Company and 2 by the union. Each member of the Board shall have an alternate. The Company and the union shall mutually agree on an impartial chairman. It will be the responsibility of the members of the Board to work out the procedures to be followed in the administration of the Plan.

Provision is made for *computing credited service and the amendment and termination of the Plan.*

INSURANCE PROGRAM

A supplemental agreement between the Company and the union provides for the establishment, subject to the approval of the Board of Directors of the Company, of an Insurance Program either through a self-insured plan or under one or more group insurance policies issued by one or more insurance companies or by arrangement with various Blue Cross or other non-profit plans. The Program is for the hourly-rate employees of all wholly-owned Canadian subsidiary companies of General Motors Corporation, provided that the Board of Directors of the companies decide to participate therein and that at least 75 per cent of the eligible employees have enrolled. The Program shall become effective not later than December 1, 1950, the date to be set by the Company, and it shall continue in effect until the termination of the collective agreement; when effective, it shall terminate all previous group insurance coverages under Company plans.

Administration: The general administration of the Program shall be vested exclusively in the Company. All administrative expenses shall be borne by the Company and it shall determine all administrative procedures which may be required to execute the Program in respect of its employees.

Enrollment: An employee may elect any combination of (a) Life, Extra Accident, Sickness and Accident and Physicians' Attendance Insurance, (b) Blue Cross Hospitalization Insurance and (c) Surgical Operation Insurance, but if he elects the coverages in (a) he must take all the coverages thereunder. The provisions of the Program pertaining to sickness and accident, hospitalization, surgical operation or physicians' attendance insurance shall not apply to employees in provinces having cash sickness benefit laws. Appropriate changes and modifications may be made in their case.

Financing: Employees are required to contribute a specified amount to the Program of Life, Extra Accident, Sickness and Accident and Physicians' Attendance Insurance; the amount, and also the benefits, vary with the employees' base hourly wage rate. The Company will pay the balance of the net cost of the Program over and above the employee contributions. It will also pay any increase in such costs and shall receive any surplus, credits, etc., on any such contracts. The coverage under Hospitalization and Surgical Operation Insurance may include, at the

employee's option, protection for self only, self and spouse, or self and family (spouse and eligible children). The Company will pay one-half the subscription rate for the Blue Cross Plan (semi-private accommodations) and the Physicians' Services Incorporated Plan (for surgical and obstetrical care only) or the equivalent.

COLLINGWOOD, MIDLAND AND PORT ARTHUR, ONT.—THE COLLINGWOOD SHIPYARDS, LIMITED, MIDLAND SHIPYARDS, LIMITED, AND PORT ARTHUR SHIPBUILDING COMPANY, LIMITED, AND THE INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS OF CANADA, LOCALS 4, 9 AND 11, RESPECTIVELY, OF THE ONTARIO FEDERATION OF SHIPYARD WORKERS.

Agreement to be in effect from March 1, 1950, to February 29, 1952, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one previously in effect (L.G., October, 1949, p. 1244) with the following changes and additions:

Statutory holidays: the number of paid holidays has been increased; from March 1, 1950, to March 1, 1951, employees with 90 days seniority will receive 4 specified paid holidays and from March 1, 1951, to March 1, 1952, 6 paid holidays. Work on 8 specified holidays (including the paid holidays) shall be paid for at double time; work on Armistice Day will be paid for at time and one-half.

Pension plan: the company agrees to carefully survey the possibility of extending the company pension plan to all employees of the yard and to be prepared to negotiate this matter during negotiations in 1952.

Wage rates effective March 1, 1950, were, with a few exceptions, 2 cents per hour higher than the rates previously in effect. Effective August 1, 1950, the wage schedule is revised upward, granting employees a further increase of 3 cents per hour.

Construction

NOVA SCOTIA—THE MASTER BUILDERS OF SYDNEY, GLACE BAY, NEW WATERFORD AND NORTHSIDE AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCALS 1588, 1645, 611 AND 2348.

Agreement to be in effect from June 1, 1950, to May 31, 1951. If either party desires to alter the terms of the agreement at its termination 3 months' notice shall be given.

Union security: the employer agrees to hire only union members when available and will give preference to members in good standing; no union member shall be laid off until all non-union men are laid off. If the union is unable to supply the required number of journeymen carpenters upon 2 days' notice non-union men may be employed who will be subject to the rules and regulations of the union. Master carpenters shall have the right to work on their contracts.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for work in excess of 8 hours per day or 7 hours at shift work. When necessary to work 2 or more shifts, men employed between 5 p.m. and 8 a.m. shall be paid 8 hours' pay for 7 hours work. Double time shall be paid for work on Saturday, Sunday and 8 specified holidays.

Minimum hourly wage rates for journey-men carpenters shall be \$1.40 (an increase of 10 cents per hour). Any member of the union working for anyone other than a recognized contractor shall charge 45 cents per hour more than the above rate. Apprentices—first 500 hours 71½ cents, second 500 hours 78 cents, second 1000 hours 85 cents, third 1000 hours 95 cents and so on to \$1.26 for eighth 1000 hours. A special rate of wages may be established for an employee who is handicapped. No union member who is regularly employed shall sell his services outside of the scheduled working hours.

Apprentices may be employed in ratio of 1 to 5 journeymen; in regard to hours, overtime and holidays they shall be governed the same as journeymen.

Transportation to be mutually arranged between employer and employee.

Provision is made for *grievance procedure*.

TORONTO, ONT.—THE GENERAL CONTRACTORS SECTION OF THE TORONTO BUILDERS EXCHANGE AND THE BRICKLAYERS, MASONS AND PLASTERERS INTERNATIONAL UNION OF AMERICA, LOCALS 2 (BRICKLAYERS' UNION) AND 26 (STONEMASONS' UNION).

Agreement to be in effect from May 1, 1950, to April 30, 1952, and thereafter from year to year, subject to notice.

Union security: only members of the union shall be employed during the term of the agreement. The union shall give preference in supplying men to members of the Exchange, party to the agreement. No union members shall be allowed to lay brick or cut or lay stone for any employer who employs non-union stonemasons or bricklayers. The union shall be strictly a practical journeymen's union. Any member desirous of engaging in contracting must, before doing so, resign as a member of the union and 12 months must elapse before he can re-enter the union.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime** at time and one-half will be paid for all work in excess of regular hours and at double time for all work on Saturdays, Sundays and 8 specified holidays.

Vacation pay shall be at the rate of 4 per cent of wages.

Wage rates for journeymen bricklayers and stonemasons \$1.95 per hour until April 30, 1951, and \$2 per hour thereafter (the previous rate was \$1.80 per hour). If the *cost-of-living* index as determined by the Dominion Bureau of Statistics rises above 165 during the life of this agreement, the wage rate will be increased by 5 cents per hour for each 5 points by which the index exceeds 165. The employer agrees to pay 10 cents per hour extra for fire work. Time and one-seventh will be paid for work on the second and third shifts when such shifts are worked. Employees will receive 2 hours' pay for reporting to the job.

Transportation: on jobs outside Toronto city limits the employers agree to provide free transportation from the city limits to the job and to pay travelling time at the rate of 6 cents per mile.

Apprentices: the minimum rate of wages and conditions for apprentices shall be as stipulated by the Ontario Apprenticeship Board.

Provision is made for the *settling of disputes*.

TORONTO, ONT.—GENERAL CONTRACTORS SECTION OF THE TORONTO BUILDERS EXCHANGE AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, TORONTO AND DISTRICT COUNCIL.

Agreement to be in effect from May 1, 1950, to April 30, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., Oct., 1949, p. 1244) with the following change:—

Minimum hourly wage rates for journeymen carpenters have been increased from \$1.60 to \$1.75 with the provision that if the *cost of living* index, as determined by the Dominion Bureau of Statistics, rises above 165 during the lifetime of this agreement, the wage rate will be further increased by 5 cents per hour for each 5 points by which the index exceeds 165.

WINNIPEG, MAN. — GREATER WINNIPEG PLUMBING AND HEATING EMPLOYERS LABOUR RELATIONS BOARD AND UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL 254.

Agreement to be in effect from August 1, 1950, to April 30, 1952, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., Sept., 1949, p. 1113) with the following change:—

Wage rates for journeymen are increased from \$1.55 per hour to \$1.65 per hour from August 1, 1950 to July 31, 1951, and to \$1.70 per hour from August 1, 1951, to April 30, 1952. The wage rate for helpers remains unchanged at 95 cents per hour.

EDMONTON, ALTA.—THE EDMONTON MASTER PAINTERS ASSOCIATION AND MEMBERS THEREOF AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCAL 1016.

Agreement to be in effect from April 1, 1950, to December 31, 1951, and thereafter until replaced by a subsequent agreement. The employers will recognize the union as the exclusive bargaining agency for all eligible employees. There shall be no discrimination in the employment of or the laying off of qualified journeymen.

Hours: 8 per day Monday through Friday; a 40-hour week. *Overtime:* time and one-half for hours worked in excess of the standard working hours. On jobs where more than one shift is necessary, all shifts outside of the regular day shift shall receive 8 hours' pay for 7½ hours' work. Double time will be paid for work on Saturdays (after 8 a.m.), Sundays and 7 specified holidays. No work shall be performed on Labour Day.

Minimum hourly wage rates: journeymen painters, decorators or paperhangers \$1.30 from April 1, 1950, to October 31, 1950, and \$1.35 from November 1, 1950, to December 31, 1951; spray painters and swing stage men shall receive 10 cents per hour above the minimum rate for journeymen. The rate for extra hazardous work shall be settled by mutual agreement between the employer and the employee.

Out-of-town jobs: employees on out-of-town jobs shall receive transportation and room and board at \$2 per day; pay at the regular

rate shall be paid while travelling during the regular working day. Where the employees return to their homes daily, transportation shall be provided to the nearest street car or bus stop; travelling time for one way shall be paid for.

Apprentices shall be employed in accordance with the regulations respecting painting and decorating trades under the Apprenticeship Act.

Provision is made for the *settling of disputes*.

VANCOUVER, B.C.—THE BUILDING AND CONSTRUCTION INDUSTRIES EXCHANGE OF BRITISH COLUMBIA (PAINTING AND DECORATING SECTION) AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCAL 138.

Agreement to be in effect from July 3, 1950, to March 31, 1952, and thereafter from year to year, subject to 90 days' notice.

Union security: only members of the union shall be employed. If the union is unable to supply suitable men, the employer shall have the right to employ whomsoever he wishes but men thus employed shall join the union within 30 days from date of employment.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half shall be paid for the first 4 hours worked in excess of the regular hours, double time thereafter and for work on Saturdays, Sundays and 8 specified holidays. No work shall be performed on Labour Day. Night shifts between 4.30 p.m. and 1.30 a.m. will be paid 8 hours' pay for 7 hours' work and after 1.30 a.m. time and one-half, except that when building cleaning 8 hours between 5 p.m. and 8 a.m. shall constitute a night shift and a night shift bonus of 15 cents per hour shall be paid; any time worked after 8 hours shall be paid for at regular overtime rates.

Vacation pay will be provided as required by Provincial law.

Minimum hourly wage rates: from July 3, 1950, to December 31, 1950,—brush painting and paperhanging \$1.50, spray painting, steamcleaning and sandblasting \$1.60; thereafter, during the remaining operation of the agreement, an additional 5 cents per hour will be paid. Ten cents per hour extra will be paid for all work performed from scaffolds between 60 and 100 feet high and 45 cents per hour extra for work from scaffolds over 100 feet high.

Out-of-town jobs: employees on out-of-town jobs shall receive transportation to and from the job and reasonable living expenses, the latter not to exceed \$60 per month. The regular rate shall be paid for travelling time during regular working hours; no transportation time shall be paid for Saturdays and Sundays. On jobs outside of the Greater Vancouver area or on jobs where camps are maintained where a majority of all the employees on the job request, and it is agreed, 44 hours a week may be worked on straight time. However, in all cities or towns and also where there is a building trades union agreement, the hours of work customarily in those cities or towns, or as specified in the agreement, shall be worked.

Apprentices shall be employed in accordance with the provisions of the British Columbia Apprenticeship Act. All apprentices shall be registered with the union.

Provision is made for *grievance procedure*.

Collective Agreement Act, Quebec*

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement and the amendment of ten others. These include in addition to those summarized below, the amendment of the agreements for barbers and hairdressers at Three Rivers, and for the wholesale fur industry at Montreal.

Requests for the amendment of the agreements for the building trades at Sorel and at Montreal, for the mechanical construction and repair industry at Quebec and for barbers and hairdressers at St. Hyacinthe were published in the *Quebec Official Gazette* issue of August 26. Requests for the amendment of the agreements for the building trades at Montreal and for the building materials industry in the province were gazetted September 2, a request for the amendment of the agreement for the barber and hairdressing trades at Montreal was gazetted September 9. A request for a new agreement for bakers, pastry workers and biscuit makers at Quebec and requests for the amendment of the agreements for the fine glove industry in the province and for the building trades at Chicoutimi were gazetted September 16.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties.

Manufacturing

Fur and Leather Products

SHOE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated August 9, and gazetted August 26, extends the term of the previous Orders in Council for this industry (L.G., Jan.-Feb., 1948, p. 50, April, p. 331, Nov., p. 1245; Jan., 1949, p. 65; Jan., 1950, p. 77, and previous issues) to December 1, 1950.

WHOLESALE FUR INDUSTRY, MONTREAL.

An Order in Council, dated August 30, and gazetted September 9, makes obligatory the terms of a new agreement between The Fur Manufacturers' Guild Incorporated and The International Fur and Leather Workers' Union and The Joint Board of the International Fur Workers' Union of Montreal and locals 66 and 67.

Agreement to be in effect from September 9, 1950, to April 30, 1952, and thereafter from year to year, subject to notice. Agreement covers all employers and/or manufacturers engaged in producing, repairing, re-modelling fur coats, fur garments, fur trimmings, piece plates, strippings, and any apparels or articles made in whole or in part of any type of furs. All signatories represented by The Fur Manufacturers' Guild Inc., as well as all wholesale and retail merchants who, on April 30, 1950, paid an

assessment to the Fur Industry Parity Committee, Wholesale Section of Montreal and all fur merchants, wholesale or retail, who might, following an award of The Chief Conciliator and Arbitrator of the Province, be so classified as to come within the scope of the agreement are also governed by it.

Territorial jurisdiction comprises the Island of Montreal and within a radius of 50 miles of it. (This area is now composed of one zone only instead of two zones as previously.)

Hours: for manufacturers, 8 per day, a 5-day week; for retailers, a 5-day week of 7 hours and 5 hours on Saturday. (Hours are similar to those previously in effect for the area formerly known as zone 1, the Island of Montreal and within a radius of 10 miles, but are now extended to include the area formerly known as zone 11, the balance of the territorial jurisdiction, in which zone a 48-hour week was previously in effect.)

Overtime as previously in effect is payable at time and one-half. Employees are to be paid for 7 holidays; if required to work they shall be paid at double time and one-half.

Minimum weekly wage rates to be in effect from September 1, 1950: cutters \$55.50 and \$65.50, operators (male) \$43 and \$54.50, operators (female) \$33.50 and \$42, finishers (male) \$41 and \$49, finishers (female) \$32.50 and \$40, trimmers \$36.50 and \$43, blockers \$32.50 and \$43, examiners \$37 and \$47, apprentice cutters \$43, lining cutters (or those who cut and sew) \$36.50, lining operators \$31.50, employees engaged in trimming or padding collars \$32.50. (The above rates represent increases ranging from \$1.50 to \$2.90 per week.) Wage rates for apprentices (male or female) from \$15 per week during the first 6 months to \$21 in the fourth 6 months and thereafter the wages of a second class worker. All employees will receive a 5 per cent increase in their weekly wages effective September 1, 1950.

Vacation: one week with pay to employees with at least 6 months' service; 2 weeks with pay for 3 or more years of continuous service with the same employer. (Vacation provisions similar to those formerly in effect.)

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employees or associations of employees, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Provisions governing late starting, work at home and apprenticeship regulations are included in this agreement.

RETAIL FUR INDUSTRY, MONTREAL.

An Order in Council, dated August 9, and gazetted August 26, amends the previous Orders in Council for this industry (L.G., Aug., 1947, p. 1174; Sept. 1948, p. 992, and previous issues). The agreement as amended is to remain in effect until April 30, 1952, and thereafter from year to year, subject to notice.

Hours and overtime: employees reporting late to work by their own fault shall complete the regular number of daily working hours before being entitled to the rate of time and one-half. Employers, may however, keep a female finisher at work on Saturday morning during January and February, at straight time. The regular week of such employee shall not however, exceed 44 hours. When Christmas and New Year's Day fall on Sunday, the following Monday shall be observed as a *paid holiday*. (Regular working hours and overtime rates are similar to those previously in effect.)

Minimum hourly wage rates: cutters \$1.64 and \$1.38, operators \$1.36 and \$1.08, finishers \$1.22 and \$1.02, blockers \$1.07 and 81 cents, female operators and female finishers \$1.02 and 82 cents, female coat closers \$1.02, lining makers (cutting and sewing) 96 cents, finishing foreladies and female finishers who distribute work \$1.08. (The above rates represent increases ranging from 1 cent to 11 cents per hour.) Rates for apprentices (male and female) are increased by 3 cents per hour and are as follows: 38 cents per hour during the first 6 months to 63 cents per hour during the first 6 months of the third year; rates for apprentice cutters from 80 cents per hour during the first 6 months of the first year to \$1.30 per hour during the second 6 months of the third year. (Rates for apprentice cutters were previously \$1 per hour during the first 6 months of the first year to \$1.25 per hour during the second 6 months of the third year.) Female lining cutters 90 cents and female lining sewers 80 cents per hour are added classifications.

All employees in service during the week ending September 1, 1950, shall automatically be entitled to a 5 per cent increase on the rates paid the preceding week, as from September 4, 1950.

Textiles and Clothing

MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated August 30, and gazetted September 9, amends the previous Orders in Council for this industry (L.G., Aug., 1947, p. 1174, Sept., p. 1306, Oct., p. 1474; April, 1949, p. 450; June, p. 735, and previous issues).

Statutory holidays: all employees with 3 months' service are entitled to 5 specified paid holidays as formerly in effect. Employees required to work on any of the above holidays shall receive payment at the rate of double time and one-half. The following are exceptions to the above—if an employer has entered into a collective labour agreement with a union representing his employees whereby an alternative arrangement (subject to investigation and examination by the Joint Committee or its duly authorized repre-

sentatives) is given for the payment of statutory holidays (regardless of what statutory holidays are observed), providing for payment in lieu of holidays of a minimum sum equivalent to not less than 5 days' pay at regular rates, then such employer shall not be bound to pay the statutory holidays specified herein; employers manufacturing children's sportswear and children's clothing, and girls' clothing up to 14 years inclusive.

Cost-of-living bonus: effective September 9, 1950, all employers shall pay to their employees a cost-of-living bonus of 18½ cents per hour (previously 15 cents per hour), with the following exceptions—employers who pay a sum equal to 3½ cents per hour for each regular and overtime hour worked by their employees into a social welfare plan shall only be required to pay a cost-of-living bonus of 15 cents per hour; employers in the odd pants and sportswear industry producing, in an amount exceeding 25 per cent of their total production, garments not covered by this agreement, shall pay to their employees a cost-of-living bonus of 12½ cents an hour; employers manufacturing children's sportswear and children's clothing, and girls' clothing (up to 14 years inclusive) shall pay a bonus of 10 cents per hour; any employer, who by virtue of a collective labour agreement with the union representing his employees, has agreed to give a second week's vacation with pay, to all employees with 13 weeks' but less than 2 years of service, may continue to pay a cost-of-living bonus of 11 cents per hour (previously 7½ cents) to beginners who have had no previous experience in this industry until they have completed 13 weeks of employment after which they shall be paid the full bonus of 18½ cents per hour; any employer who by virtue of a collective labour agreement with the union representing his employees who has been paying prior to the effective date of this agreement, an increase of 3½ cents per hour in cost-of-living bonus shall now only be required to pay the present 18½ cents per hour bonus provided herein.

Overtime premiums shall not apply to the special cost-of-living bonus provided herein.

Non-metallic Minerals and Chemicals

PAINT MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated August 30, and gazetted September 9, amends the previous Orders in Council for this industry (L.G., Oct., 1948, p. 1127; Jan. 1950, p. 78).

Hours: 48 per week, except for those employees on continuous operations (boiler house employees and workmen in white lead and linseed and other oil manufacturing) who work 56 hours per week. (Hours remain unchanged from those formerly in effect.)

Overtime: time and one-half is paid for all work over 9 hours in any one day or 48-hours in any week except employees on continuous operations who are paid overtime after 56 hours in a week. Employees are to be paid for 5 specified holidays (an increase of 2) provided they work the first working day following these holidays unless prevented from doing so by sickness. Employees required to work on any of the above holidays shall, in addition, be paid at their regular hourly rates for the hours worked. (Overtime rates are similar to those previously in effect.)

Minimum hourly and weekly wage rates: in paint and lacquer factory—labourers 82 cents; helpers 86 cents; fillers 89 cents; mixers 95 cents; millmen 96 cents and \$1; shaders 98 cents and \$1.02; varnish factory—labourers 82 cents; helper 86 cents; filler 89 cents; thinner man 96 cents; kettle men \$1 and \$1.05; white lead and dry colour factory—labourer 82 cents; helper 86 cents; grinders 93 cents and 97 cents; pressmen 93 and 96 cents; strikers 97 cents and \$1; receiving, packing and shipping departments—labourer 82 cents; helper 86 cents; packer 89 cents; shipping and stockkeeping clerk 89 cents; general—cooper and mill dresser 89 cents; watchman, fireman and time keeper \$42.50 per week; maintenance men (including carpenter, electrician, plumber, machinist and blacksmith) \$1.07; stationary enginemen fourth class 94 cents, third class \$1.02, second class \$1.14; linseed oil mill—labourer 82 cents; hydraulic press or expeller men 89 cents; maintenance man \$1.07; male employees (under 18 years of age) 60 cents, (18 years of age or over) 82 cents; boys (under 18 years of age) 60 cents; female employees—helpers 60 cents, labellers 65 cents, operators and fillers 70 cents. Charge hands will be paid 5 cents per hour more than the minimum rate established in this agreement for their classification. (Rates shown above represent increase ranging from 8 to 22 cents per hour and the weekly rate represents an increase of \$7.75 per week over those rates formerly in effect.)

Vacation: one week with pay after one year's service, 2 weeks with pay after 3 years. (Vacation provisions remain unchanged from those previously in effect.)

Construction

BUILDING TRADES, MONTREAL.

An Order in Council, dated August 30, and gazetted September 9, amends the previous Orders in Council for this industry (L.G., June, 1950, p. 874, Oct., p. 1679) by the addition of special provisions governing the trade of *asbestos insulation mechanic*.

Hours: 8 per day, 40-hours per week (a reduction of 4 hours per week).

Overtime provisions are similar to those presently in effect for other building trades at Montreal with the exception of the following: for the above trade, as previously in effect, the rate of double time shall be paid only after midnight.

Minimum hourly wage rates for asbestos insulation mechanics are increased by 10 cents per hour to \$1.55; junior mechanics (previously fourth year apprentices) now receive \$1.20 per hour instead of \$1.10 as formerly in effect. Apprentices' rates from 77 cents during the first year to \$1.05 in the third year. (Rates for apprentices in the second and third years are increased by 5 cents per hour; the rate during the first year remains unchanged.) Foremen's rates are also increased by 10 cents per hour.

Another Order in Council, dated September 6, and gazetted September 16, amends the previous Orders in Council for this industry (L.G., June, 1950, p. 874, Oct., p. 1679).

Plumbers

Cost-of-living bonus: to the minimum rates of \$1.55 for journeymen and \$1.11 for junior mechanics, a cost of living bonus of 3 cents

per hour, effective from September 16, 1950, shall be paid to the following categories of employees—journeymen in plumbing, heating and pipe work, pipe welder, junior mechanics and apprentices. The cost of living bonus will not be paid for any hours exceeding the standard work week of 40 hours or to those employees whose hourly rate is already equal to or exceeds \$1.58 for journeymen of the above trades and \$1.14 for junior mechanics.

BUILDING TRADES, CHICOUTIMI.

An Order in Council, dated August 30, and gazetted September 16, amends the previous Orders in Council for this industry (L.G., Jan., 1948, p. 51, April, p. 334, Aug., p. 872; Aug., 1949, p. 987; Aug., 1950, p. 1185, and previous issues).

Minimum hourly wage rates in the structural iron industry, for steam generation mechanics and construction boiler-makers: structural iron erector (or demolition) and welder (all categories), construction boiler-maker, steam generation mechanic and erector, welder shall be paid a minimum of \$1.50 per hour, structural iron painter \$1.40, construction boiler-makers', erectors', welder's and steam generation mechanic's helpers \$1.10; workers installing stokers in furnaces with a horizontal heating surface of 20 feet or less \$1.20 and their helpers 95 cents per hour. (The above rates represent increases ranging from 10 cents to 15 cents per hour.) Wage rates for apprentices (structural iron) from 70 per cent of the journeyman's rate in the first year to 85 per cent in second year; apprentices (steam generation mechanics and construction boiler-maker) from 60 per cent of the journeymen's rate in the first year to 90 per cent in the fourth year. (Previously rates for apprentices of the above trades were from 50 per cent of the journeymen's rate in the first year to 85 per cent in the second year.)

BUILDING TRADES, COUNTIES OF DRUMMOND, ARTHABASKA AND NICOLET.

An Order in Council, dated August 30, and gazetted September 16, amends the previous Orders in Council for this industry applicable to the *structural iron industry, steam generation mechanics and construction boiler-makers* (L.G., Aug., 1948, p. 872; May, 1949, p. 605; July, 1950, p. 1053). Another amendment to this agreement was published in the *Quebec Official Gazette* issue of June 25, 1949.

Minimum hourly wage rates for classifications covered by this section of the agreement are similar to those shown above for the same classifications in the building trades at Chicoutimi. Rate increases range from 16 cents to 30 cents per hour. Wage rates for apprentices (structural iron) 70 per cent of the journeymen's rate in the first year to 85 per cent in the second year are similar to those previously in effect; apprentices (steam generation mechanics and construction boiler-makers) 60 per cent of the journeymen's rate in the first year to 90 per cent in the fourth year. (Rates for this class of apprentice were previously similar to the rate shown above for apprentices—structural iron.) The classification welder mentioned in this amendment is additional to those previously covered by the agreement affecting this area.

BUILDING TRADES, HULL.

An Order in Council, dated August 30, and gazetted September 16, amends the previous Orders in Council for this industry applicable to the *structural iron industry, steam generation mechanics and construction boiler-makers* (L.G., Jan., 1950, p. 78, April, p. 517).

Minimum hourly wage rates and their comparative increases over those previously in effect for the classification covered by this section of the agreement are similar to those shown above for the same classifications in the building trades at Chicoutimi.

BUILDING TRADES, JOLIETTE.

An Order in Council, dated August 30, and gazetted September 16, amends the previous Orders in Council for this industry applicable to the *structural iron industry, steam generation mechanics and construction boiler-makers* (L.G., Aug., 1947, p. 1175; June, 1948, p. 620; June, 1949, p. 736; July, 1950, p. 1053, and previous issues). Another amendment to this agreement was published in the *Quebec Official Gazette* issue of June 25, 1949.

Minimum hourly wage rates are similar to those shown above for the same class of employee in the building trades at Chicoutimi. (Rate increases for this area range from 26 cents to 40 cents per hour over those previously in effect.) Rates for all apprentices of the above trades which were formerly 50 per cent of the journeymen's rate in the first year to 75 per cent in the second year are now as follows: apprentice (structural iron) 70 per cent in the first year to 85 per cent in the second year; apprentices (steam generation mechanics and construction boiler-makers) 60 per cent of the journeymen's rate in the first year to 90 per cent in the fourth year.

BUILDING TRADES, ST. HYACINTHE.

An Order in Council, dated August 30, and gazetted September 16, amends the previous Orders in Council for this industry applicable to the *structural iron industry, steam generation mechanics and construction boiler-makers* (L.G., July, 1947, p. 1002, Sept., p. 1308; May, 1948, p. 488; Oct., 1949, p. 1247; Feb., 1950, p. 209, Aug., p. 1185, Oct., p. 1679 and previous issues).

Minimum hourly wage rates are similar to those shown above for the same class of employee in the building trades at Chicoutimi. (The range of wage rate increases over those previously in effect are the same in this area as shown above for the building trades at Joliette.) Wage rates for apprentices of the above trades which were formerly 50 per cent of the journeymen's rate in the first year to 85 per cent in the second year are now as follows: apprentice (structural iron) 70 per cent of the journeyman's rate in the first year to 85 per cent in the second year; apprentice (steam generation mechanic and construction boiler-maker) 60 per cent of the journeyman's rate in the first year to 90 per cent in the fourth year.

BUILDING TRADES, ST. JOHN AND IBERVILLE.

An Order in Council, dated August 30, and gazetted September 16, amends the previous Orders in Council for this industry applicable to the *structural iron industry, steam generation mechanics and construction boiler-makers* (L.G., April, 1947, p. 544; Jan.-Feb., 1948, p. 51, June, p. 621, Nov., p. 1247, Dec.,

p. 1241; July, 1950, p. 1053). Another amendment to this agreement was published in the *Quebec Official Gazette* issue of June 25, 1949.

Minimum hourly wage rates are similar in all cases to those shown above for this class of employee in the building trades at Chicoutimi. (The rates shown remain unchanged from those previously in effect in this area.)

BUILDING TRADES, SHERBROOKE.

An Order in Council, dated August 30, and gazetted September 16, amends the previous Orders in Council for this industry applicable to the *structural iron industry, steam generation mechanics and construction boiler-makers* (L.G., Nov., 1947, p. 1661; Dec., 1948, p. 1421; Feb., 1949, p. 178; Feb., 1950, p. 209). Another amendment to this agreement was published in the *Quebec Official Gazette* issue of February 11, 1950.

Minimum hourly wage rates are similar to those shown above for this class of employee in the building trades at Chicoutimi. (The range of wage rate increases in this area over those formerly in effect are the same for tradesmen as those shown above under building trades at Joliette.) Conditions governing wage rates for apprentices are similar to those shown above at St. Hyacinthe.

BUILDING TRADES, SOREL.

An Order in Council, dated August 30, and gazetted September 16, amends the previous Orders in Council for this industry applicable to the *structural iron industry, steam generation mechanics and construction boiler-makers* (L.G., April, 1947, p. 544, Dec., p. 1804; Jan.-Feb., 1948, p. 51; Jan. 1950, p. 78, Oct., p. 1679, and previous issues).

Minimum hourly wage rates are similar to those shown above for the same class of employee in the building trades at Chicoutimi. (The range of wage increases in this area over those previously in effect are the same as those shown above for the building trades at Joliette.) Conditions governing wage rates of apprentices are similar to those shown above at St. Hyacinthe.

BUILDING TRADES, ST. JÉRÔME.

An Order in Council, dated August 30, and gazetted September 16, amends the previous Orders in Council for this industry applicable to the *structural iron industry, steam generation mechanics and construction boiler-makers* (L.G., Aug., 1948, p. 873; Dec., 1949, p. 1559; May, 1950, p. 694, Oct., p. 1680).

Minimum hourly wage rates are similar to those shown above for the same class of employee in the building trades at Chicoutimi. (The range of wage rate increases in this area over those formerly in effect are the same as those shown above at Chicoutimi.) Wage rates for apprentices previously indicated as 70 per cent of the journeymen's rates in the first year to 85 per cent in the second year are now as follows: apprentices (structural iron) 70 per cent in the first year to 85 per cent in the second year; apprentices (steam generation mechanics and construction boiler-makers) from 60 per cent of the journeymen's rate in the first year to 90 per cent in the second year.

BUILDING TRADES, THREE RIVERS.

An Order in Council, dated August 30, and gazetted September 16, amends the previous

Orders in Council for this industry applicable to the *structural iron industry, steam generation mechanics and construction boiler-makers* (L.G., March, 1947, p. 370, Nov., p. 1661; Jan., 1948, p. 51, Aug., p. 873; Sept., 1949, p. 1116; Feb., 1950, p. 209, and previous issues). Other amendments correcting and amending this agreement were published in the *Quebec Official Gazette* issues of September 17, 1949 and July 29, 1950.

Minimum hourly wage rates are similar to those shown above for the same class of employee in the building trades at Chicoutimi. (The range of wage rate increases over those previously in effect are the same in this area as shown above for the building trades at Joliette.) Conditions governing wage rates of apprentices are similar to those shown above at St. Hyacinthe.

Another Order in Council, dated September 6, and gazetted September 16, amends the

previous Orders in Council for this industry (L.G., March, 1947, p. 370, Nov., p. 1661; Jan., 1948, p. 51, Aug., p. 873; Sept., 1949, p. 1116; Feb., 1950, p. 209, and previous issues). This amendment shall remain in force until June 1, 1951, and thereafter from year to year, subject to notice.

Minimum hourly wage rates: should the official cost of living index, as established by the Dominion Bureau of Statistics, attain 168 points the hourly rate of all employees of zone 1 governed by this agreement, excepting apprentices, shall automatically be increased by 5 cents. Such increase, however, shall come into force only on the Monday following the publication of a notice to that effect by either one of the contracting parties to the collective agreement rendered obligatory by the present agreement in Le Nouvelliste and the St. Maurice Valley Chronicle.

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Nova Scotia, Ontario and Saskatchewan

Recent proceedings under the Industrial Standards Acts, etc.* include seven new schedules and the amendment of one other, all summarized below.

NOVA SCOTIA

Construction

BRICKLAYERS, MASONS AND TILE SETTERS,
HALIFAX AND DARTMOUTH.

An Order in Council, dated July 14, and gazetted August 2, makes binding the terms of a new schedule for bricklayers, masons and tile setters at Halifax and Dartmouth, to be in effect until and including April 30, 1951.

The terms of this schedule are similar to those previously in effect and summarized in the *LABOUR GAZETTE* issue of December, 1949, with the following exceptions:—

Overtime: time and one-half for work done during the 4-hour period immediately following the regular working-day and for work on Saturday morning; double time for all other work and for work on Sundays and specified holidays. (Previously the rate of time and one-half mentioned only in respect of Saturday morning.)

Minimum hourly wage rates for apprentices from 45 per cent of journeymen's rates during the first 1000 hours to 80 per cent in the eighth 1000 hours (exclusive of vacation pay of journeymen). (Rates for apprentices were previously 66½ cents per hour during the first 1000 hours to \$1.16 in the eighth 1000 hours, these rates included 3 cents per hour in lieu of vacation with pay.)

Vacation: apprentices shall now receive 3 cents per hour in addition to percentages of journeymen's rates (exclusive of vacation pay) in place of vacation with pay for all regular hours worked.

Apprenticeship regulations are included in this schedule.

CARPENTERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated July 14, and gazetted August 2, makes binding the terms of a new schedule for carpenters at Halifax and Dartmouth, to be in effect until and including April 30, 1951.

The terms of this schedule are similar to those previously in effect and published in the *LABOUR GAZETTE* issue of December, 1949. The wage rate remains at \$1.26 which includes 3 cents per hour in lieu of vacation pay; regular hours are 40 per week.

PAINTERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated July 14, and gazetted August 2, makes binding the terms of a new schedule for painters at Halifax and Dartmouth, to be in effect until and including April 30, 1951.

The terms of this schedule are similar to those which were formerly in effect and summarized in the *LABOUR GAZETTE* issue of August, 1949. The wage rate remains at \$1.10 for brush painters and \$1.20 for spray-gun painter (these rates inclusive of 3 cents per hour in lieu of vacation with pay). Regular hours are 40 per week.

* In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, April 1950, page 518.

PLASTERERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated July 14, and gazetted August 2, makes binding the terms of a new schedule for plasterers at Halifax and Dartmouth, to be in effect until and including April 30, 1951.

The terms of this schedule are similar to those which were previously in effect and summarized in the *LABOUR GAZETTE* issue of December, 1949, with the exception of the following:—

Vacation: apprentices to receive 3 cents per hour in addition to regular rates in lieu of vacation with pay during the regular hours of work.

Provisions covering apprenticeship regulations are included in this schedule.

PLUMBERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated July 14, and gazetted August 2, makes binding the terms of a new schedule for plumbers and steam-fitters at Halifax and Dartmouth, to be in effect until and including April 30, 1951.

The terms of this schedule are similar to those which were formerly in effect and summarized in the *LABOUR GAZETTE* issue of December, 1949 with the exception of the following:—

Vacation: apprentices to receive 3 cents per hour in addition to regular rates in lieu of vacation with pay during the regular hours of work.

Provisions covering apprenticeship regulations are included in this schedule.

BUILDING LABOURERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated July 14, and gazetted August 2, makes binding the terms of a new schedule for labourers at Halifax and Dartmouth, to be in effect until and including April 30, 1951.

The provisions of this schedule are similar to those formerly in effect and published in

the *LABOUR GAZETTE* issue of December, 1949. The wage rate remains at 81 cents per hour; regular hours are 48 per week.

ONTARIO

Construction

SHEET METAL INDUSTRY, OTTAWA.

An Order in Council, dated August 31, and gazetted September 16, makes binding the terms of a new schedule for sheet metal workers at Ottawa, to be in effect from September 26, 1950, "during pleasure".

Hours: 8 per day, Monday through Friday, a 40-hour week.

Overtime: time and one-half for work performed during the 4-hour period immediately following the regular working-day Monday through Friday and for emergency work performed between 8 a.m. and 12 noon on Saturday; double time for all other work, and for work on Sundays and 8 specified holidays.

Minimum hourly wage rates: \$1.57 per hour (an increase of 17 cents per hour over those formerly in effect). Employees working on *night shift* shall receive 8 hours' pay for 7 hours' work. The Advisory Committee may fix a lower minimum rate for handicapped workers.

SASKATCHEWAN

Construction

CARPENTERS, MOOSE JAW.

An Order in Council, dated June 15, and gazetted June 23, amends the previous Orders in Council for this industry (*L.G.*, Nov., 1947, p. 1663; June, 1948, p. 622).

Minimum hourly wage rates: effective July 4, 1950, minimum wage rates for carpenters are increased from \$1.30 to \$1.40 per hour.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During August

(1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of August the Department of Labour prepared 241 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 151 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.	8,570	\$12,066,846.79
Post Office.	11	29,348.34
Public Works.	3	19,013.00
R.C.M.P.	3	28,341.00

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING AUGUST

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Dartmouth, N.S.	Construction of Laboratory and Administration Building.	Foundation Maritime Ltd., Halifax, N.S.	\$ 661,838 00	April 28, 1950
Halifax, N.S.	Naval Research Establishment. Installation of permanent foundation, renewal of flooring, etc., Garrison Barracks.	Fundy Construction Co. Ltd., Halifax, N.S.	13,810 00	May 1, 1950
Hammond Plains, N.S.	Construction of new R.C. Signals Receiving Station.	Mardo Construction Ltd., Halifax, N.S.	33,433 00	Jan. 6, 1950
Chatham, N.B.	Repairs to asphalt roads, R.C.A.F. Station.	Diamond Construction Co. Ltd., Fredericton, N.B.	31,630 00	Aug. 31, 1950
Quebec, P.Q.	Installation of kitchen equipment and cafeteria system, Connaught Barracks.	General Steel Wares Ltd., Montreal, P.Q.	6,810 60	Aug. 23, 1950
Brantford, Ont.	Alterations to heating system at Armoury.	Anquish & Whitfield, Ltd., Brantford, Ont.	14,670 00	Aug. 21, 1950
Camp Borden, Ont.	Rehabilitation of Building No. 70, R.C.A.F. Station.	Richard & B.A. Ryan, Ltd., Toronto, Ont.	17,980 00	Aug. 25, 1950
Camp Borden, Ont.	Exterior painting of all buildings at R.C.A.F. Station.	John W. Bayington, Ltd., Toronto, Ont.	13,200 00	Sept. 8, 1950
Clinton, Ont.	Sodding and seeding, Married Quarters Area, R.C.A.F. Station.	Hamilton Garden Service, Dundas, Ont.	18,740 00	Mar. 25, 1950
Hagersville, Ont.	Interior painting of hangars and building.	W. D. McBride, London, Ont.	20,000 00	April 14, 1950
London, Ont.	Exterior painting of buildings, R.C.A.F. Station.	F. D. McBride, London, Ont.	7,590 00	Aug. 25, 1950
Long Branch, Ont.	Reconstruction and repair of safety screens at Small Arms Proof Establishment.	W. D. Howie Construction Ltd., Toronto, Ont.	19,863 00	Sept. 8, 1950
Mount Hope, Ont.	Interior painting of miscellaneous buildings, R.C.A.F. Station.	John St. Clair Painting & Decorating Co., Stoney Creek, Ont.	8,710 00	Aug. 28, 1950
Ottawa, Ont.	Construction of Electronic Laboratory (phase 1), Montreal Road.	Doran Construction Co., Ltd., Ottawa, Ont.	117,797 00	Aug. 30, 1950
Ottawa, Ont.	Interior painting of buildings, R.C.A.F. station, Victoria Island.	Alf. Grodke, Ottawa, Ont.	4,181 00	June 8, 1950
Petaawawa, Ont.	Construction of permanent two-company barrack block at Petaawawa Military Camp.	M. Sullivan & Son, Ltd., Amprior, Ont.	377,713 00	Oct. 5, 1950
Rockcliffe, Ont.	Repairs to roads, runways, taxi strips, and parade square, R.C.A.F. Station.	O'Leary's, Ltd., Ottawa, Ont.	10,182 00	Aug. 23, 1950
Toronto, Ont.	Alterations and extension to heating system, Fort York Armoury.	Reg. H. Steen, Ltd., Toronto, Ont.	17,985 00	Aug. 24, 1950
Trenton, Ont.	Interior painting of buildings at No. 6 Repair Depot, R.C.A.F. Station.	National Painting & Decorating, Ltd., Toronto, Ont.	10,700 00	June 24, 1950
Trenton, Ont.	Repairs to concrete aprons at No. 6 Repair Depot, R.C.A.F. Station.	H. J. McFarland Construction Co., Ltd., Picton, Ont.	12,948 00	May 12, 1950
Trenton, Ont.	Construction of runway, R.C.A.F. Station.	H. J. McFarland Construction Co., Ltd., Picton, Ont.	457,535 00	Aug. 29, 1950
Gimli, Man.	Exterior painting of buildings, R.C.A.F. Station.	Brothan Painting Co., Ltd., Winnipeg, Man.	8,765 00	Sept. 18, 1950
Winnipeg, Man.	Resurfacing of roads and parking lots, T.A.C. Group Headquarters, R.C.A.F. Station.	Maple Leaf Construction, Ltd., Winnipeg, Man.	5,731 00	Feb. 18, 1950
Winnipeg, Man.	Replacing and repainting of brickwork, Fort Osborne Barracks.	Fraser Construction Co., Ltd., Winnipeg, Man.	3,000 00	April 22, 1950
Calgary, Alta.	Interior and exterior painting of miscellaneous buildings, No. 10 Repair Depot, R.C.A.F. Station.	Beale Decorating Co., Calgary, Alta.	15,440 00	Aug. 25, 1950
Calgary, Alta.	Exterior painting of 74 miscellaneous buildings at Sarcee Camp and Rifle Range.	Walter McKenzie, Calgary, Alta.	6,136 00	Aug. 28, 1950
Edmonton, Alta.	Exterior painting of hangar.	Seaboard Advertising Co., Ltd., Vancouver, B.C.	2,356 00	June 14, 1950
Namoo, Alta.	Construction of booster pump-house and 12" pipeline, R.C.A.F. Station.	Dominion Construction & Arlington Lumber, Ltd., Winnipeg, Man.	44,363 90	May 18, 1950
Abbotsford, B.C.	Exterior painting of buildings, R.C.A.F. Station.	Seaboard Advertising Co., Ltd., Vancouver, B.C.	4,736 00	Aug. 21, 1950
Duncan, B.C.	Construction of F.M. Relay Station, for R.C.C.S.	Cowichan Housing, Ltd., Duncan, B.C.	40,742 87	Aug. 21, 1950
Mount Prevost, B.C.	Erection of two lookout towers.	Parfitt Construction Co., Ltd., Victoria, B.C.	9,948 00	Aug. 25, 1950
Patricia Bay, B.C.	Repairs to hangar trusses, R.C.A.F. Station.	A. F. Byers Construction Co., Ltd., Montreal, P.Q.	8,000 00	Aug. 21, 1950
Whitehorse, Y.T.	Replacement of wood stove water main with cast iron line, R.C.A.F. Station.	Northern Construction Company & J. W. Stewart, Ltd., Vancouver, B.C.	50,211 00	Sept. 13, 1950

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING AUGUST

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Central Mortgage and Housing Corporation				
Debert, N.S.	Construction of 15 houses with water, sewer, electrical services and roads and driveways.	Annapolis Valley Construction Ltd., Truro, N.S.	\$ 119,117 62	June 28, 1950
Greenwood, N.S.	Installation of sewer and water service.	Terminal Construction Co., Ltd., Montreal, P.Q.	48,121 90	May 1, 1950
Halifax, N.S.	Placing of 100 aluminum clothes-line poles.	Rosehall Nurseries Co., Ltd., Montreal, P.Q.	1,800 00	*
Chatham, N.B.	Landscaping 66 lots.	Eastern Nurseries, Ltd., Brantford, Ont.	20,969 00	*
Ajax, Ont.	Completion of painting of 100 houses.	Eastern Woodworkers, Ltd., New Glasgow, N.S.	5,310 00	Mar. 6, 1950
	Construction of 100 front door combinations, masonite fire-stops, insulation baffles, etc.	Smith Doors, Toronto, Ont.	4,690 00	*
Ajax, Ont.	Construction of roads and walks.	Griffith & Crane Construction Co., Jordan, Ont.	34,790 96	July 24, 1950
Camp Borden, Ont.	Construction of power distribution system, street lighting, etc.	Answoth Electric Co., Ltd., Toronto, Ont.	18,229 00	July 25, 1950
Camp Borden, Ont.	Construction of roads, base course and surfacing.	Brennan Paving Co., Ltd., Hamilton, Ont.	69,485 40	July 24, 1950
Centralia, Ont.	Construction of power distribution system, street lighting, fire alarm circuit, etc.	Stanley G. Brookes, Ltd., Ottawa, Ont.	33,900 00	July 6, 1950
Centralia, Ont.	Installation of pipe porch railings.	Union Plumbing & Heating Co., Union, Ont.	1,400 00	*
Clinton, Ont.	Installation of pipe porch railings.	Union Plumbing & Heating Co., Union, Ont.	1,172 50	*
Cobourg, Ont.	Elimination of deficiencies.	George F. Turner, Cobourg, Ont.	3,063 00	*
Deep River, Ont.	Construction of 2-room addition to high school, 2-bay addition to commercial centre and 1 service garage.	M. Sullivan & Son, Ltd., Amprior, Ont.	93,490 00	July 6, 1950
Fort William, Ont.	Landscaping 100 houses.	William Lamke, Fort William, Ont.	10,300 00	*
Galt, Ont.	Construction of concrete housewalks.	White Construction Co., Hamilton, Ont.	1,740 00	*
Hamilton, Ont.	Landscaping 117 houses.	Rosehall Nurseries, Ltd., Brantford, Ont.	16,611 00	*
Kingston, Ont.	Exterior painting 88 houses.	J. W. Havelin, Ottawa, Ont.	6,066 00	Mar. 23, 1950
Long Branch, Ont.	Construction and installation of septic tanks and tile bed.	Bruce DeSante Contracting Co., Windsor, Ont.	30,638 75	June 22, 1950
Meaford, Ont.	Elimination of deficiencies.	Geo. C. E. Grant & Sons, Meaford, Ont.	1,660 00	*
Newmarket, Ont.	Elimination of deficiencies.	Ajax Repair & Construction, Toronto, Ont.	1,510 00	*
Ottawa, Ont.	Excavation for head office building.	Valley Construction Co., Ottawa, Ont.	3,500 00	July 21, 1950
Petawawa, Ont.	Construction of roads, base course and surfacing.	H. J. McFarland Construction Co., Ltd., Picton, Ont.	56,822 50	June 30, 1950
Petawawa, Ont.	Construction of 18 classroom school.	M. Sullivan & Son, Ltd., Amprior, Ont.	525,662 00	July 11, 1950
Rockcliffe, Ont.	Construction of sewers and water mains for 300 houses.	Lighthouse Bros. Construction Co., Picton, Ont.	106,619 95	July 20, 1950
St. Catharines, Ont.	Exterior painting of 549 houses.	John St. Clair Painting & Decorating Co., Hamilton, Ont.	31,059 00	July *
Sarnia, Ont.	Eliminating deficiencies.	Tripp Contracting Co., Sarnia, Ont.	2,652 15	*
Trenton, Ont.	Construction of power distribution system, street lighting, fire alarm circuits, etc.	Demers Electric, Ltd., Windsor, Ont.	48,500 00	July 21, 1950
Trenton, Ont.	Construction of roads and driveways for 186 houses.	R. A. Blyth, Toronto, Ont.	32,822 90	July 21, 1950
Trenton, Ont.	Construction of underdrainage.	Holdcroft Construction Co., Ltd., Kingston, Ont.	7,332 00	July 11, 1950
Trenton, Ont.	Construction of 18 classroom school.	Russell Construction Co., Ltd., Toronto, Ont.	531,540 00	July 11, 1950
Welland, Ont.	Replacing wooden house walks.	Ed. Russell & Son, Welland, Ont.	1,522 00	*
Windsor, Ont.	Installation of concrete walks.	Sterling Construction Co., Ltd., Windsor, Ont.	5,950 00	*
Woodstock, Ont.	Installation of fire stops, front door combinations, caulking, bumper strips, etc.	Carl Henry, Gadshill, Ont.	4,098 00	*
Rivers, Man.	Construction of 100 houses.	Shoquist Construction, Ltd., Saskatoon, Sask.	790,251 00	July 14, 1950
St. Vital, Man.	Construction of concrete sidewalks.	Claydon Co., Ltd., Winnipeg, Man.	8,074 63	*

Shilo, Man.....	Construction of gravel roadways, driveways and asphalt walks.....	Universal Construction Co., Ltd., Winnipeg, Man.....	67,525 00	July 12, 1950
Kamsack, Sask.....	Installation of services from sewer and water mains to property line 50 houses.....	Town of Kamsack, Kamsack, Sask.....	2,129 72	*
Weyburn, Sask.....	Landscaping levelling of streets.....	W. C. Dooley, Medicine Hat, Alta.....	7,334 00	*
Calgary, Alta.....	Construction of power and lighting services, project 1-49.....	Cruikshanks Construction Co., Calgary, Alta.....	2,525 25	*
Calgary, Alta.....	Construction of power and lighting services, project 2-49.....	Hume & Rumble, Ltd., Edmonton, Alta.....	9,696 40	Aug. 8, 1950
Calgary, Alta.....	Construction of 103 houses.....	Hume & Rumble, Ltd., Edmonton, Alta.....	37,693 00	Aug. 8, 1950
Edmonton, Alta.....	Construction of 136 houses.....	Shoquist-Wicklund Construction, Ltd., Calgary, Alta.....	765,435 00	July 20, 1950
Edmonton, Alta.....	Surveying housewalks to city street walks.....	Shoquist-Wicklund Construction, Ltd., Edmonton, Alta.....	935,381 80	July 21, 1950
Edmonton, Alta.....	Extending housewalks to city street walks.....	Underwood & McLellan, Saskatoon, Sask.....	1,950 00	*
Namoo, Alta.....	Construction of 250 houses.....	Stevens Contractors, Edmonton, Alta.....	2,600 00	*
Belmont Park, B.C.....	Surveying, etc.....	Bird Construction Co., Ltd., Calgary, Alta.....	1,773,752 00	July 6, 1950
Penticton, B.C.....	Installation of street lighting.....	Butterfield & Hughes, Victoria, B.C.....	1,659 31	*
Penticton, B.C.....	Construction of asphalt street sidewalks.....	City of Penticton, Penticton, B.C.....	1,555 76	*
Sea Island, B.C.....	Construction of asphalt sidewalks.....	Interior Contracting Co., Ltd., Penticton, B.C.....	8,267 00	July 10, 1950
Sea Island, B.C.....	Installation of sewer and water services.....	Christian & Allen, Ladner, B.C.....	3,528 40	*
Vancouver, B.C.....	Grading and sloping boulevards.....	Monarch Construction Co., Ltd., Vancouver, B.C.....	16,480 47	*
Vancouver, B.C.....	Surveying, laying out subdivision, etc.....	Underhill & Underhill, Vancouver, B.C.....	5,487 38	*
Victoria, B.C.....	Ploughing, spreading, clearing and grading boulevards.....	D. M. Browne, Victoria, B.C.....	1,785 28	*
			4,111 30	*

National Harbours Board

Saint John Harbour, N.B.....	Dredging deep water berths.....	Saint John Dry Dock Co., Ltd., East Saint John, N.B.....	79,200 00	July 3, 1950
Montreal Harbour, P.Q.....	Resurfacing and repairing roadway at Sections 26, 27 and 30 to 46 incl.....	Dubuc Construction and Paving, Ltd., Montreal, P.Q.....	6,425 00	July 3, 1950
Vancouver Harbour, B.C.....	Renewal of portion of 8' water main, Granville Island.....	G. W. Ledingham & Co., Ltd., Vancouver, B.C.....	8,618 00	June 19, 1950
Vancouver Harbour, B.C.....	Dredging at No. 3 Jetty.....	Mackenzie Barge & Derrick Co., Ltd., Vancouver, B.C.....	10,080 00	*

Department of Public Works

Fortune, Nfld.....	Improvements to wharf and breakwater.....	Concrete Products (Newfoundland), Ltd., St. John's, Nfld.....	54,920 10	May 31, 1950
Halifax, N.S.....	Installation of automatic sprinklers and supervisory fire alarm system, Annex for Class 6 Patients, Camp Hill Hospital.....	Maritime Automatic Sprinkler, Ltd., Halifax, N.S.....	12,900 00	June 9, 1950
Lower Wedgeport, N.S.....	Construction of a breakwater.....	Babine & Taylor, Yarmouth, N.S.....	29,550 00	May 31, 1950
Bathurst, N.B.....	Alterations, repairs and painting to Public Building.....	Bayside Construction Co., Ltd., Campbellton, N.B.....	17,930 00	June 21, 1950
Bonaventure, P.Q.....	Wharf repairs.....	Victor LeDuc, St. Alexis de Matapedia, P.Q.....	15,512 12	May 12, 1950
Carleton, P.Q.....	Wharf improvements.....	Victor LeDuc, St. Charles de Caplan, P.Q.....	48,900 00	May 25, 1950
Cross Point, P.Q.....	Repairs to flooring on the east and west wings of the wharf.....	Captain J. Romeo Allard, Cross Point, P.Q.....	11,352 25	June 23, 1950
Katevale (Little Magog Lake), P.Q.....	Construction of a wharf.....	Hector Langlois, Magog, P.Q.....	9,677 00	May 13, 1950
Lauson, P.Q.....	Cleaning, scraping and painting—Rolling Caisson Entrance Gate, Lorne Dry Dock.....	Dave Shipbuilding & Repairing Co., Ltd., Lauson, P.Q.....	14,300 00	Sept. 16, 1950
Montreal, P.Q.....	Addition to Postal Station, Notre Dame de Grace.....	I. J. Shea & Co., Ltd., Montreal, P.Q.....	63,926 00	July 17, 1950
Petit Cap, P.Q.....	Breakwater extension.....	Emile Cloutier & Charles H. Nadeau & Sons, Ltd., Port Daniel Station, P.Q.....	38,290 50	June 3, 1950
Ste. Anne de Sorel, P.Q.....	Reconstruction of two breakwaters.....	Lucien Lachapelle, Sorel, P.Q.....	38,617 00	June 19, 1950
Westmount, P.Q.....	Additions and alterations to lavatory and shower rooms, R.C.M.P. Quarters.....	Wilfrid D. St. Cyr, Montreal, P.Q.....	12,190 00	Aug. 15, 1950
Burlington, Ont.....	Addition and alterations, Public Building.....	Orval Easton, Freeman, Ont.....	44,063 00	July 14, 1950

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING AUGUST

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Public Works				
Fort William and Port Arthur, Ont.	Harbour improvements and dredging the channel at the mouth of the McKeller River.	Canadian Dredge & Dock Co., Ltd., Toronto, Ont.	1,224,177 00	July 4, 1950
Goderich, Ont.	Repairs to harbour works.	Canadian Dredge & Dock Co., Ltd., Toronto, Ont.	172,752 00	June 19, 1950
London, Ont.	Landscape development, roads and parking areas, Westminster Hospital.	T. J. Branton & Co., Ltd., London, Ont.	45,983 72	June 27, 1950
Montreal River (Mowatt's Landing) Ont.	Wharf replacement.	Thos. McDonald, Kirkland Lake, Ont.	14,625 00	June 7, 1950
Ottawa, Ont.	Alterations and improvements to the Carpenter and Painter Workshop, Experimental Farm.	George A. Crain & Sons, Ltd., Ottawa, Ont.	6,302 00	June 21, 1950
Ottawa, Ont.	Income Tax accommodation, Temporary Buildings 9 and 6	Henri Dagenais, Ottawa, Ont.	7,138 00	July 21, 1950
Ottawa, Ont.	Alterations to Quesnel Building.	Taggart Construction, Ltd., Ottawa, Ont.	12,288 41	June 27, 1950
Ottawa, Ont.	Construction of storage building for the Department of Mines and Technical Surveys, Uplands Airport.	M. J. Sulphier & Sons, Ltd., Ottawa, Ont.	116,710 00	July 12, 1950
Ottawa, Ont.	Installation of new boiler, etc., Central Heating Plant, Booth Street.	Edge, Ltd., Ottawa, Ont.	59,989 00	July 17, 1950
Ottawa, Ont.	Installation of a ventilation system, 45 Spencer Street.	McLennan Plumbing & Heating, Ltd., Ottawa, Ont.	5,850 00	July 24, 1950
Ottawa, Ont.	Alterations and improvements to the Non-Metallic Laboratory of the Department of Mines and Technical Surveys, Booth Street.	S. E. Farley & Son, Ottawa, Ont.	8,716 00	July 28, 1950
Ottawa, Ont.	Construction of a storage building, Tunney's Park Development.	Thomas Fuller Construction Co., Ltd., Ottawa, Ont.	450,980 00	July 5, 1950
Ottawa, Ont.	Repairs and alterations to plumbing system, Parliament Buildings, Centre Block.	Wilfrid D. St. Cyr, Hull, P.Q.	22,518 00	July 25, 1950
Sandfield, Ont.	Construction of a wharf.	L. R. Brown & Co., Ltd., Sault Ste. Marie, Ont.	7,113 00	June 3, 1950
Toronto, Ont.	Alterations to 10-16 Front Street West for Department of National Revenue, Income Tax Division.	Evan S. Martin, Toronto, Ont.	18,200 00	July 28, 1950
Boissevain, Man.	Addition and alterations to the Public Building.	Wyatt Construction Co., Ltd., Winnipeg, Man.	33,944 00	July 19, 1950
Eston, Sask.	Erection of Dominion Public Building.	Shoquist Construction, Ltd., Saskatoon, Sask.	76,500 00	July 25, 1950
Indian Head, Sask.	Construction of an office and laboratory building.	Bird Construction Co., Saskatoon, Sask.	72,655 00	May 26, 1950
Ituna, Sask.	Erection of a Dominion Public Building.	Pugoff Construction Co., Saskatoon, Sask.	74,880 00	July 12, 1950
Regina, Sask.	Further extension to piping layout and tunnel, R.C.M.P. Barracks.	Poole Construction Co., Ltd., Regina, Sask.	150,465 00	June 30, 1950
Edmonton, Alta.	Installation of water services, etc., Charles Cammell Hospital.	I. W. Mould & Son, Ltd., Edmonton, Alta.	8,166 51	Nov. 21, 1950
Kamloops, B.C.	Alterations, improvements, general repairs and painting, Public Building.	Carr & Son, Kamloops, B.C.	11,500 00	Aug. 3, 1950
Port Alberni, B.C.	Erecting in place a 5-ton travelling, electrically operated hammerhead crane for the Assembly Wharf.	Western Bridge & Steel Fabricators, Ltd., Vancouver, B.C.	62,266 92	Mar. 15, 1950
Victoria, B.C.	Installation of new boiler and stoker, Public Building.	C. J. McDowell Plumbing & Heating, Ltd., Victoria, B.C.	6,387 00	July 13, 1950
Drum Head, N.S.	Removal of outer 100 feet of the old wharf.	J. P. Porter Co., Ltd., Montreal, P.Q.	7,500 00	

Glace Bay, N.S.	Dredging	J. P. Porter Co., Ltd., Montreal, P.Q.	37,820 00	*
Goat Lake, N.S.	Dredging	M. D. Rawling, Liverpool, N.S.	16,329 50	*
Point Sapin, N.B.	Dredging	Price Construction, Ltd., Moncton, N.B.	10,976 00	*
Bonaventure, P.Q.	Dredging	Dimock & McLellan Regd., New Richmond West, P.Q.	31,000 00	*
Rivière des Mille Îles, P.Q.	Dredging	Delormier Construction, Ltd., Montreal, P.Q.	30,865 00	*
Ste. Anne de Sorel, P.Q.	Dredging	Royalmount Construction Co., Ltd., Montreal, P.Q.	39,461 25	*
Beaverton, Ont.	Dredging	McNamara Construction Co., Ltd., Toronto, Ont.	8,800 00	*
Burlington, Ont.	Dredging	McNamara Construction Co., Ltd., Toronto, Ont.	34,852 10	*
Milchipicoten, Ont.	Dredging	McNamara Construction Co., Ltd., Toronto, Ont.	188,087 50	*
Waterways, Alta.	Construction and delivery afloat of a 40 cubic yard steel dump scow to attend the Mackenzie River and N.W.T. Dredge.	Standard Iron & Engineering Works, Ltd., Edmonton, Alta.	25,900 00	*

Department of Resources and Development

Jasper National Park, Alta.	Installation of plumbing and heating services in quonset hut	Western Construction & Lumber Co., Ltd., Edmonton, Alta.	16,981 65	July 13, 1950
Radium Hot Springs, B.C.	garage building and quonset hut stores building.			
Field, B.C.	Construction of bathhouse and swimming pool.	Standard Gravel & Surfacing Co., Ltd., Calgary, Alta.	350,000 00	June 12, 1950
	Construction of intake reservoir and headworks, a water supply and distribution system and a sewer system.	Interior Contracting Co., Ltd., Penticton, B.C.	70,990 70	May 19, 1950
Fort Simpson, N.W.T.	Erection of one prefabricated one-room school house and one prefabricated teacher's residence.	North American Buildings, Ltd., Winnipeg, Man.	30,417 90	Aug. 16, 1950

Department of Transport

Goose Airport, Labdr.	Construction of concrete parking area.	Terminal Construction Co., Ltd., Montreal, P.Q.	16,205 40	July 6, 1950
Sydney, N.S.	Removal of wreck of vessel "Pelican".	W. N. Macdonald, Sydney, N.S.	13,000 00	May 8, 1950
Armstrong, Ont.	Additional airport development.	Roads Resurfacing Co., Ltd., Hamilton, Ont.	7,585 00	April 27, 1950
Perry Sound, Ont.	Construction of cribwork mine dock.	McNamara Construction Co., Ltd., Toronto, Ont.	13,500 00	June 19, 1950
Welland, Ont.	Erection of splash guards, Bridge No. 13, Welland Canals.	The Standard Steel Construction Co., Welland, Ont.	5,218 75	June 26, 1950
Alexo, Alta.	Construction of radio range building, remote control and dwellings.	Robert Nelson Contracting Co., Vancouver, B.C.	102,940 00	April 27, 1950

*The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Labour Legislation Enacted by the Twenty-first Parliament of Canada 1949-50

Parliament paved the way for constitutional amendment, provided for supplementary unemployment insurance benefits in the months of low employment, and dealt, in an emergency session, with the railway strike.

The main enactments of interest to labour of the first three sessions of the Twenty-first Parliament were the steps taken to make possible amendment of the Canadian constitution by Canada, important amendments to the Unemployment Insurance Act, and the enactment of the Maintenance of Railway Operation Act at the third (special) session.

FIRST SESSION

The first session of the Twenty-first Parliament opened on September 15, 1949 and prorogued on December 10, 1949.

B.N.A. Act Amendment

Parliament at this session took steps to abolish what the Minister of Justice described as "two badges of colonialism"—first the need to petition the United Kingdom parliament to pass a United Kingdom statute to amend the Canadian constitution, and second the ultimate determination of Canadian statute and other laws by the Judicial Committee of the Privy Council, a United Kingdom court.

A resolution to ask the United Kingdom Parliament to amend the B.N.A. Act was adopted by the House of Commons October 27 and by the Senate November 9. Following this petition the United Kingdom Parliament on December 16 passed the British North America (No. 2) Act, 1949 by which the Parliament of Canada was given power to amend the constitution of Canada except as regards matters coming within the classes of subjects assigned exclusively to the provinces, and particularly as regards schools or the use of the English or French language. Another respect in which the Constitution may not be amended by Parliament is the requirement that there shall be a session of Parliament at least once a year, and an election every five years except "in time of real or apprehended war, invasion or insurrection" on a two-thirds vote of the House.

Supreme Court Act Amendment

Appeals to the Judicial Committee of the Privy Council were abolished by an amend-

ment to the Supreme Court Act. This amendment makes the judgment of the Supreme Court of Canada final and conclusive in all cases in and for Canada. The amendment was proclaimed in force December 23, 1949. It does not preclude appeals to the Privy Council in respect to a judgment pronounced in a judicial proceeding commenced prior to the coming into force of the Act.

Bankruptcy Act

A general revision and consolidation of the Bankruptcy Act, prepared and introduced in the Senate, was also passed at this session and proclaimed in force July 1, 1950. In introducing the Bill in the House of Commons the Minister of Justice reviewed the history of bankruptcy legislation by the Federal Parliament. The subject of bankruptcy and insolvency comes under federal jurisdiction, and the first Dominion Act was passed in 1869, "An Act Respecting Insolvency", applying only to traders. In 1875 the law was revised and consolidated and made applicable to the new as well as the original provinces. This Act did not work out satisfactorily, and was repealed in 1880. There was no general bankruptcy law until 1919, when Parliament passed the Bankruptcy Act, modelled on the English statute of 1914. This Act had been amended from time to time since 1919.

The new Act, besides aiming at improvement in drafting and arrangement of sections, and providing a simpler method of administration of small estates, clarifies the question of priorities to be accorded different classes of claims when distributing the debtor's assets.

As before, wages or salaries for services rendered during the three months next preceding the bankruptcy are a preferred claim. They now rank after funeral expenses in the case of a deceased bankrupt, the costs of administration and the levy under the Act to cover supervision costs. The amount of the preferred claim for wages or salaries is now further limited to five hundred dollars, but a creditor whose claim is not completely satisfied because of this restriction

is entitled to rank as an unsecured creditor for the balance due him. In the case of a travelling salesman, the preferred claim may be increased to the extent of three hundred dollars to cover disbursements properly incurred by him in connection with the bankrupt's business. Indebtedness under a Workmen's Compensation Act, along with indebtedness under the Unemployment Insurance Act or the Income Tax Act, are preferred claims, following municipal taxes and rent. Claims resulting from injuries to employees not covered by a Workmen's Compensation Act are also preferred claims, "but only to the extent of moneys received from persons or companies guaranteeing the bankrupt against damages resulting from such injuries". Other claims of the Crown constitute the last preferred claim.

Housing

An Act to amend the National Housing Act, 1944, contained four major changes as well as minor amendments.

One change effects a reduction of the down payment from people who wish to own their houses. The basic joint loan will now provide for 80 per cent of the lending value of the house to be built, for a term not exceeding thirty years. The Central Mortgage and Housing Corporation is authorized to make an additional one-sixth loan where the sale price or cost of the house is fair and reasonable in the opinion of the Corporation. This extra loan will be secured by the same mortgage or hypothec and under the same conditions as the joint loan.

Another new provision enables the Federal Government to join with the provinces in desirable housing developments of all forms, including assembly of land as well as house construction. Costs, profits and losses will be shared on the basis of 75 per cent by the Federal Government and 25 per cent by the province.

The amount of loan allowed by the Act for home extension and home improvement was increased by 25 per cent.

The definition of "co-operative housing project" was changed to include "a housing project built by a co-operative association incorporated under the laws of Canada or of any province". The basic loan extended to co-operative housing projects is fixed at 80 per cent of the lending value, and may be secured by a blanket mortgage, and an additional one-sixth loan may be made, if after completion, the ownership of the project is to remain in the co-operative association.

Workmen's Compensation

An amendment to the Government Employees Compensation Act resulted from the passing of a Workmen's Compensation Act in Prince Edward Island in 1949. The Government Employees Compensation Act provides that when a Federal government employee suffers personal injury or death as a result of an accident or an industrial disease arising out of and in the course of his employment, he is to be compensated according to the rates of the Workmen's Compensation Act in the province where he is employed. Since Prince Edward Island had no workmen's compensation act until 1949, the Government Employees Compensation Act provided that the rate of compensation for a Government employee working in Prince Edward Island should be in accordance with the law of New Brunswick. Parliament amended the Act by repealing this section, since after the passing of the Prince Edward Island Act, it was no longer necessary to make a special case of Government employees in that Province.

Combines Investigation

An Act to amend the Combines Investigation Act made changes designed to facilitate enforcement of the Act and related Criminal Code provisions concerning undue monopolistic trade restrictions and unlawful combinations in restraint of trade. The amendment authorizes the Attorney-General of Canada to institute and conduct any prosecution or other proceedings under the Act or under sections 498 and 498A of the Criminal Code, as well as the attorney general of a province, as formerly. A second change effected by the amendment is that corporations are to be tried by a judge without a jury in combines prosecutions. An individual can still elect jury or non-jury trial. An employee acting in connection with his employer's business will now be presumed to have authority so as to act unless it is proved otherwise.

Pension Fund Societies

The Pension Fund Societies Act was amended to extend the benefits of the Act to the employees of subsidiary companies as well as employees of a parent company. The amendment will enable one pension fund society to administer a pension fund for the employees of a parent company and the employees of its several subsidiaries.

Bills not Passed

Four private members' Bills dealt with matters of interest to labour. Bill 5 proposed to declare the meat packing industry

to be works for the general advantage of Canada with a view to making that part of the meat packing industry which carries on operations in two or more provinces subject to the Industrial Relations and Disputes Investigation Act. After considerable discussion of the Bill the motion for second reading was defeated 172 to 10.

Bill 60 sought to repeal Sections 43 to 46 inclusive of the Industrial Relations and Disputes Investigation Act dealing with enforcement, and to substitute a new Section 43, providing that any employer or trade union may apply to the Board for an order that a provision of the Act has been violated. The amendment would give the Board power, after investigation, to issue an order indicating the precise nature of the violation, and it would be the duty of the Chief Executive Officer of the Board to file it in the Magistrate's Court of the jurisdiction in which the violation took place, for enforcement of the penalties.

Bill 61 sought to amend the Industrial Relations and Disputes Investigation Act by adding a new subsection to provide for the voluntary revocable check-off of union dues.

Bill 199 was a proposal to amend the Criminal Code by adding a section which would make it unlawful for an employer to discriminate against any person in respect to employment because of his "race, colour, creed, religion, ethnic or national origin or ancestry". These last three Bills did not get beyond first reading.

SECOND SESSION

The second session opened on February 16, 1950 and prorogued on June 30, 1950.

The main labour enactment of the winter session was the amendment to the Unemployment Insurance Act providing for supplementary benefits during the winter months. Several changes were made in other Acts affecting labour and a resolution for approval of the I.L.O. Employment Service Convention was endorsed.

Unemployment Insurance

Supplementary Benefits.—A new section, Part IIA, 87A-87F, was added to the Unemployment Insurance Act. Under this new legislation, supplementary benefits were provided for certain unemployed workers during the winter months. The four classes eligible and the length of time for which they may receive benefits are described in detail in a previous issue (L.G., 1950, p. 532). They include insured workers who had exhausted their benefits or who had not yet built up a sufficient number of contributions to qualify, as well as workers in employment recently brought under the

Act or to come under by April 1, 1950. In 1950 these benefits were payable in respect of unemployment in the period from February 28 to April 15. In subsequent years the Act provides that these benefits may be paid for unemployment in the period between January 1 and March 31. The rates of supplementary benefits are approximately 80 per cent of the regular benefits, and range from \$3.30 to \$14.70 weekly.

New Contribution Rates.—To finance these additional benefits, changes were made in the contributions required, effective July 3, 1950. Formerly there were nine rates of contribution related to the weekly earnings of the employee. These classes have now been reduced to six by grouping some classes together, and a higher class has been added. Formerly the employer contributed at a higher rate than the employee in the case of all employees earning less than \$15 a week. The rates of contribution for employer and employee are now equal in all cases, and vary from 18 cents a week from both employer and employee in respect to persons earning less than \$9 a week to 54 cents a week in respect to persons earning \$48 or more a week. A provision which required the employer to pay both his own and the employee's contribution for employees under 16 years of age or earning less than 90 cents a day has been repealed. Any workers in insurable employment in these classes will now pay their own contributions, and insured workers under 16 years of age will now be eligible for benefit if they otherwise qualify. Since the Government contributes to the fund one-fifth of the combined contributions of employers and employees, the increase in contribution rate will also mean a larger regular Government contribution. Besides this, Section 87 provides for a special Government contribution to guarantee the fund against loss through payment of supplementary benefits up to March 31, 1952.

Changes in eligibility.—The first statutory condition for receipt of benefit, having to do with the required number of contributions, has also been altered, effective August 1, 1950. As before, to be eligible for benefit the applicant must have made 180 contributions during the previous two years. In addition, he must have made 60 contributions in the year preceding, or 45 contributions in the six months preceding, the date of the claim. These two periods may be extended for the same reasons as the two-year period may be extended under the Act.

Regular Benefits.—The method of determining daily benefit is the same as before

the amendment; for example, for a claimant without a dependent, 34 times the average of the 180 most recent daily contributions. However the amendment provides that in computing the average daily contribution one cent shall be deducted from each daily contribution paid by the insured person after July 1, 1950, to help pay for the supplementary benefits described above.

It is also provided that the higher rate of benefit for persons contributing at the new nine-cent contribution rate shall not be paid until after July 1, 1951. Then a new maximum weekly benefit of \$16.20 for a claimant without a dependent or \$21 with a dependent, will be possible.

Changes in non-compensable day rule, waiting days, and permissible earnings.—An amendment to the non-compensable day rule will have the effect of encouraging a claimant to accept short periods of employment. Before the amendment, the first day of unemployment in any claim week was non-compensable unless it followed or was in a complete week of unemployment. The rule now is that the first day of unemployment in any period of unemployment will be non-compensable *unless it follows a period of employment of 3 days or less*. If a person is working short time, that is on a regular schedule of less than the normal working days per week, the first day of unemployment in any period of unemployment is still non-compensable in every case.

In addition, the number of non-compensable waiting days (i.e. the first days of unemployment in any benefit year) has been reduced from 9 to 8.

A claimant is now allowed \$2.00 a day permissible spare-time earnings instead of \$1.50 as formerly without impairing his right to benefit.

Increased coverage.—The coverage of the Act was widened by raising the insurable limit for salaried employees from \$3,120 to \$4,800 a year. Employees paid by the hour, by the day, or by the piece, as formerly, are insured irrespective of the amount of the earnings. From April 1, 1950, logging and lumbering in all parts of Canada were brought under the coverage of the Act by order in council (P.C. 474 of February 23, 1950). Lumbering and logging in British Columbia had previously been under the Act, and some operations in other areas.

Power to make regulations determining benefits to married women.—Section 38 of the Act was amended to enable the Unemployment Insurance Commission to make

regulations in regard to the determination of benefit for married women. Where it appears to the Commission that benefit rights under the Act applied to married women result in anomalies in relation to the benefit of other classes of insured persons, additional conditions may be imposed or the amount or period of benefit may be restricted.

Other changes.—Minor amendments cover a variety of matters. Section 20 was amended to place the obligation for paying contributions upon prime employers as well as the person who actually pays the wages. The payment of travelling and other expenses is now allowed to a person whom the Commission or the Umpire has requested to attend a hearing. The Section providing for the Unemployment Insurance Advisory Committee was changed to permit a maximum of eight members instead of six. One member representing railway employees and one representing railway companies have been added to the Committee since this enactment (L.G. 1950, p. 792).

Employment Service Convention

A motion for approval of ILO Convention 88, the Employment Service Convention, 1948, was moved by the Minister of Labour and approved by the House May 29, and by the Senate June 2. In introducing the motion, the Minister stated that no new legislation was required to implement this Convention, as existing law and practice already had established in Canada standards at least as high as those set out in the Convention. The Convention provides that each member state ratifying it shall maintain a free public employment service, consisting of a national system of employment offices under the jurisdiction of a national authority. The employment service is to assist workers to find suitable employment and to assist employers to find suitable workers on a voluntary basis, providing vocational guidance for particular categories such as young persons and handicapped persons. It is to facilitate the transfer of workers to areas with suitable employment opportunities, to collect and make available information on the employment situation, assist in social and economic planning to ensure a favourable employment situation and co-operate in the administration of unemployment insurance. Co-operation of employers and workers is to be secured through national, regional and local advisory committees. The resolution was followed by an Order in Council (P.C. 3451 of July 19, 1950) ratifying the Convention.

Grain Elevators "Works for the General Advantage of Canada"

An amendment to the Canada Grain Act declares all grain elevators to be works for the general advantage of Canada. This is no change in principle from the section declaring grain elevators to be works for the general advantage of Canada which was first enacted in 1925, but in the 1925 enactment, elevators were individually listed in Schedule Four. The list had become inaccurate and incomplete. The Schedule has now been repealed and the following substituted: "All elevators in Canada heretofore or hereafter constructed are hereby declared to be works for the general advantage of Canada". One effect of declaring a work to be for the general advantage of Canada is that such works are subject to the provisions of the Industrial Relations and Disputes Investigation Act.

Canada Shipping Act

Changes were made in the Canada Shipping Act to bring the Act into compliance with the International Convention for the Safety of Life at Sea, 1948 and its Regulations. This is a new safety Convention replacing an earlier one of 1929 (L.G., 1934, p. 629).

An amendment was also made to Part III concerning seamen by the addition of Section 276A. The new section requires that whenever a ship arrives at a Commonwealth port or a port in which there is a consular officer, for a stay of over 48 hours, the ship's documents relating to the agreement with the crew and indenture of apprentices must be delivered to the consular or customs officer by the master of the ship. The documents are kept during the ship's stay and, at a reasonable time before its departure, are to be remitted with a certificate endorsed on the agreement with the crew indicating the time the documents were received and the time they were returned to the ship's master. If it appears to the consular or customs officer that the Act has been violated, he is required to make a statement to that effect on the agreement with the crew, and forthwith report his statement and all the information in his possession to the Minister of Transport. A master who fails to comply with this section is subject to penalty, and the burden of proof that the section has not been violated is on the master.

Part VI (Pilotage) was also amended to make possible the amalgamation of pension

funds for pilots. The former section excluded pilots from the district of Quebec. The rate of contribution is to be mutually agreed upon between the pilots and the pilotage authority, and if not agreed upon, shall be fixed by the Minister, and in any case shall not be less than 5 per cent of the pilot's earnings.

The superannuation, retirement and annuity funds in pilotage districts for which the Minister is the pilotage authority, except in any pilotage district which with the approval of the Governor in Council may so elect, are to be administered by the Ministers of Transport and Finance. The administration of the pilotage fund created by an early Act of 1849 is vested in the pilotage authority of the district of Quebec, to be carried out in conformity with the requirements set out in the Canada Shipping Act. These changes in Part VI will come into force on proclamation.

Taxing of Employees Profit Sharing Plans

An amendment to the Income Tax Act added a new section, 71A, dealing with employees profit sharing plans. The Act did not previously provide for the manner in which employees profit sharing plans are to be taxed. The new section defines employees profit sharing plan and provides that the amount allocated to an employee's credit will be taxable in the year of allocation and the amount paid into such a plan by the employer will be deductible in computing his income. The payments will accordingly not be taxable on receipt by the employees unless it can be shown that they were not previously taxed.

Other Enactments

The Regulations Act, which will come into force on proclamation, provides a uniform system of publishing regulations and laying them before Parliament. It applies to all orders or regulations for the contravention of which a penalty of fine or imprisonment is prescribed by or under an Act of Parliament. The new Act requires that every regulation shall be published in English and French in the *Canada Gazette* within thirty days after it is made, and laid before Parliament within fifteen days after it is published in the *Canada Gazette* or, if Parliament is not then in session, within fifteen days after the commencement of the next ensuing session thereof. The Governor in Council may by regulation exempt any regulation or class of regulations from being published and tabled, but any such exempting order

must itself be published and tabled. A Schedule to the Regulations Act will repeal provisions of existing laws that are in conflict with the new Act.

An Act to amend the Continuation of Transitional Measures Act, 1947 provides that the Act shall expire on April 30, 1951.

Transfer of Administration of Compensation Acts

Early in the session the Prime Minister tabled two orders made under the Rearrangement and Transfer of Duties Act. P.C. 744 of February 17, 1950 transferred from the Department of Transport to the Department of Labour the administration of the Merchant Seamen Compensation Act and P.C. 6470 of December 22, 1949 transferred the functions of the Minister of Transport under the Government Employees Compensation Act to the Minister of Labour.

Bills not Passed

Three bills to amend the Industrial Relations and Disputes Investigation Act were introduced by private members during the second session but all were defeated on second reading.

Bill 3, which is similar to a measure introduced at the first session, sought to add a provision to the Act for the voluntary revocable check-off of union dues. This proposed measure was defeated by a vote of 98 to 45.

Bill 6, also introduced at the previous session, would have amended the federal labour law by expanding the powers of the Labour Relations Board in respect to the enforcement of penalties. This Bill was put to a vote and defeated by a count of 104 to 12.

By a vote of 147 to 14, Bill 10 failed to pass second reading. This measure would have given the Labour Relations Board power to make an order requiring an employer to reinstate any employee discharged contrary to the Act and to pay such employee the monetary loss sustained.

THIRD (SPECIAL) SESSION

Railway Legislation

The third (special) session opened on August 24 and adjourned on September 15. The reason for the special session was the railway strike, and the first enactment was the Maintenance of Railway Operation Act. The text of the Act and a summary of the circumstances leading to its passing appeared in the October issue (p. 1638). Briefly, the Act required that railway oper-

ations be resumed within forty-eight hours after the commencement of the Act. It provided for a provisional increase of four cents per hour to each rate of wages established by each collective agreement to which the Act applied, and the terms and conditions of these agreements were made effective until a new collective agreement has been entered into or, failing agreement, an arbitration award has fixed new terms. If an agreement is not reached within 30 days, provision is made for the appointment by the Governor in Council of an arbitrator to decide all matters not agreed upon. The 30-day period could be extended by Order in Council, and was on September 11 extended for an additional 15 days by P.C. 4385.

Defence Measures

The session next passed measures to increase appropriations for national defence and three Acts arising out of the preparedness program.

Veterans Benefits.—The Canadian Forces Act, 1950, amended the National Defence Act to authorize the establishment and maintenance of active service forces where considered desirable in consequence of any action undertaken by Canada under the United Nations Charter, the North Atlantic Treaty or any other similar instrument. Before the amendment the National Defence Act provided for the placing of the forces on active service only in an emergency, emergency being defined as "war, invasion, riot or insurrection, real or apprehended". Another clause enables the Governor in Council, by regulation, to extend the benefits of veterans legislation applicable to veterans of the Second World War, to veterans of any force designated as a special force. The statutes providing such benefits include Part IV of the Unemployment Insurance Act, 1940 and the Reinstatement in Civil Employment Act, 1946. The Canadian Forces Act was made retroactive to July 5, 1950 and section seven (the clause providing for veterans' benefits) will expire on the last day of the first session of Parliament in 1951. In speaking on the Bill the Minister of National Defence stated that this legislation was intended to give temporary authority to deal with cases that might arise until the question of veterans' benefits could be dealt with more fully at the next session.

Power to control materials and services essential for defence.—The main purpose of the Essential Material (Defence) Act is to give the Governor in Council the power to designate materials and services as essential for defence purposes, and to

control the production, processing, distribution, acquisition, disposition or use of these materials and services when deemed necessary.

Regulations may be made under this Act to exercise control over production of essential materials by requiring production or processing of such materials in the manner directed, and by requiring that these materials be given priority in their production. The supply of essential materials, and the manner in which they may be acquired or disposed of, may also be made subject to regulation.

Orders may regulate the extent and conditions of supply of essential services, which are defined to include distribution of power and such other services as may be designated as essential for production, storage or distribution of essential materials. These orders may restrict and control the use of essential services by means of permits.

The maximum price for essential materials or essential services may be fixed by determining the selling price or the mark-up price and terms of sale. Information respecting essential materials or essential services may be required by order.

Orders made under this Act must be published forthwith in the *Canada Gazette* and laid before Parliament ten days after

their publication in the *Canada Gazette*, if Parliament is then in session, and if not within ten days of the commencement of the next session.

The date of expiry of the Act is fixed at July 31, 1952, but the Governor in Council may order it to expire at an earlier date; upon presentation of addresses by the Senate and the House of Commons to the Governor General praying the Act to be continued in force, the Governor in Council may order the Act to be continued in force for a further period.

The Act is administered by the Department of Trade and Commerce.

Consumer Credit.—The Consumer Credit (Temporary Provisions) Act gives the Governor in Council authority to make regulations applicable to the retail sale of consumer goods for the purpose of restricting consumer credit. These regulations may apply to the sales made under conditional contract or under charge account, to the repayment of loans secured on consumer goods, or to loans obtained for the purpose of buying consumer goods.

The requirements for the publication of regulations and the duration of the Act are the same as noted above in the Essential Materials (Defence) Act.

Recent Regulations Under Dominion and Provincial Legislation

A higher minimum wage has been established for women in New Brunswick factories, shops, offices and other workplaces. ¶In Quebec new regulations to safeguard the health of workers in industrial camps have been issued. ¶New rules of procedure have been made for the Ontario Labour Relations Board under the 1950 Act. ¶Further exemptions are permitted under the Alberta Labour Act.

DOMINION

Canadian Forces Act

The Reinstatement in Civil Employment Act has been made applicable, by an Order in Council under authority of the Canadian Forces Act (P.C. 4614) gazetted October 11, to all persons enrolled for the purpose of serving in the special forces of the Royal Canadian Navy, the Canadian Army and the Royal Canadian Air Force and to all officers and men of the reserve units of these forces.

Employers of such persons are required to reinstall them in employment at the termination of their service in the special force under conditions not less favourable to them than those which would have been applicable had they remained in their

employment. The Act further provides that the right to reinstatement shall be subject to established rules of seniority in the employer's establishment with retention of seniority rights during the employee's period of service with the special force, and that in determining pension rights or other benefits, service in the special force shall be counted as service with the employer.

Under the Canadian Forces Act (L.G., Nov., 1950, p. 1919) the Governor in Council is authorized, by regulation, to extend the benefits of veterans legislation applicable to veterans of the Second World War to veterans of any special force established in consequence of action undertaken by Canada under the United Nations Charter the North Atlantic Treaty or any other similar instrument.

PROVINCIAL

Alberta Labour Act

Five Orders of the Board of Industrial Relations have been revised to exclude certain classes of workers from all, or a part of, their provisions by an Order in Council (1080-50) of August 23, gazetted August 31.

Trucking Industry

A new Hours of Work and Minimum Wage Order (No. 20), which consolidates two previous Orders, continues to exempt truck drivers and their helpers or swampers who work outside of any city from the 8 and 48-hour limits fixed by the Act and from the overtime provisions of Male Minimum Wage Order 1 (L.G., 1947, p. 843), and permits an exemption from the limits imposed on the hours of persons working on split shifts.

Workers covered by this Order may be employed on a straight-time basis up to 10 hours in a day, or in a shift, and 50 hours in a week but their hours must be confined within the twelve immediately following commencement of work. The new Order does not limit, however, the hours within which split shifts may be worked if the employer furnishes his employees, free of charge, with sleeping accommodation approved by the Board of Industrial Relations.

All truck drivers, helpers and swampers must be allowed at least eight consecutive hours of rest after completing a day's shift. Previously, this requirement only applied to those who had worked for 10 hours.

An employee is deemed to be on duty from the time he is required to report until he is relieved from work and all responsibility for work.

The earlier Orders, Nos. 3 and 4 (L.G., 1947, p. 1333), are now rescinded.

Split Shifts

Two new Hours of Work Orders (Nos. 19 and 21) exempt employees in summer resorts, and provincial and national parks between June 1 and September 30 of each year from the requirement laid down in two earlier Orders of the Board that the hours of a person working on a split shift must be confined within 12 hours after commencing work if he is employed in a town or village of less than 2,000 population, or within 10 hours in the remainder of the Province.

The earlier Orders (No. 35, 1946, and No. 1, 1947) are now rescinded.

Holidays with Pay

The general Holidays with Pay Order (No. 5) has been amended to exclude from

its provisions bond and stock salesmen registered under the Securities Act. The Order requires that most workers in the Province must be given an annual vacation equal to one-half day with regular pay for every 23 days of actual work with a maximum of one week. After two or more years' employment, one day with regular pay for every 23 days of actual work must be given, with a maximum of two weeks (L.G., 1949, p. 1439).

Other classes exempted from the Order are coal miners, construction workers, real estate agents and commercial travellers working exclusively on a commission basis, workers employed temporarily for eight hours or less in a week, farm labourers and domestic servants.

Alberta Nursing Aides Act

Revised regulations governing nurses aides issued on July 25, gazetted August 15 (O.C. 940-50), reduce the minimum age for applicants in training from 18 to 17½ years, the upper age limit remaining at 40 years. As before, applicants must have Grade 9 standing or its equivalent and submit satisfactory health certificates.

The length of the training period which an applicant must undergo to become eligible for a certificate as a nursing aide remains at 40 weeks. The schedule of classes, however, has been rearranged to provide for a longer period of instruction at the training school and less practical nursing.

The applicant is now required to take a 15 weeks' course (formerly 12) at the training school followed by two 10-week periods of practical experience at two approved institutions and a final 5 weeks' course at the school for review and examination. Under the earlier regulations the practical experience had to be acquired in three 8-week periods at three approved institutions and the final period of school training was four weeks.

The earlier regulations are now rescinded (L.G., 1947, p. 1334).

British Columbia Hospital Insurance Act

By an Order in Council of September 9, gazetted September 21, a new section was added to the general regulations under the Act authorizing the Hospital Insurance Commissioner to make an agreement with any person, other than a civil servant, to act as a local representative of the Hospital Insurance Service for the purpose of collecting premiums, taking applications for registration and other duties which the Commissioner may prescribe. The amount

of remuneration for such work is to be determined by mutual agreement and paid out of the Hospital Insurance Fund.

British Columbia Male and Female Minimum Wage Act

Persons employed in mail delivery are no longer exempt from the application of the Minimum Wage Order (No. 9) covering drivers, swamper or helpers employed in the transport of goods by motor vehicles of over 1,000 pounds (L.G., 1948, p. 1135; 1949, p. 185). This amendment was made by an Order (9B) of the Board of Industrial Relations on August 8, gazetted August 17.

New Brunswick Minimum Wage Act

A general Order, effective September 1, covering most women workers in the Province fixes a higher minimum rate of 35 cents an hour for a 48-hour week or less. This new regulation replaces two earlier Orders—a general order for women (L.G., 1950, p. 87) and a special order covering wholesale and retail stores (L.G., 1948, p. 1137), both of which established a minimum rate of \$14.40 a week. The new weekly rate calculated on the basis of the higher hourly minimum set by the new Order is \$16.80, the same as that fixed in Ontario for women employed in the larger cities.

Exempted from the Order are women employed in hospitals, nursing homes, religious, charitable or educational institutions, apprentices, persons employed in a confidential capacity, in domestic service, agriculture or by the Crown. Women working in hotels, restaurants and other places of public accommodation where meals are served are covered by a separate Order (L.G., 1948, p. 492).

Overtime in excess of 48 hours a week must be paid for at the rate of 50 cents an hour instead of 45 cents as formerly.

The Order does not fix a rate for part-time workers who work less than 30 hours a week. The earlier Orders required that these workers be paid at least 30 cents an hour.

Newfoundland Shops Act

Two new areas—Stephenville-St. George's and Clarenville-George's Brook—were proclaimed shop-closing areas on August 14 and August 29, respectively, gazetted August 22 and September 19. The Shops Act, 1940 authorizes the Lieutenant-Governor in Council to proclaim any area a shop-closing area, whereupon the schedule of days and hours of closing shops attached to the Act will apply (L.G., 1949, p. 392).

The Lieutenant-Governor in Council is also authorized under the Act to amend the schedule of holidays in respect of any shop-closing area. Ten additional holidays have been proclaimed for the Clarenville-George's Brook Shop-Closing Area and eight more have been added in the Stephenville-St. George's area.

The list of holidays in effect in the Bell Island Shop-Closing Area was amended by proclamation on August 14, gazetted August 22. Bell Island was designated a shop-closing area in 1940.

Ontario Labour Relations Act

New rules of practice and procedure under the Ontario Labour Relations Act, 1950, which was proclaimed in force September 1, were approved on September 7 (O.Reg. 202/50), gazetted September 23. The rules of procedure under the 1948 Labour Relations Act are rescinded (L.G., 1949, p. 186).

The rules relate to those matters which fall within the administrative jurisdiction of the Board. As a result of wider powers given to the Board under the 1950 Act, rules are now laid down governing application by the parties to the Board for conciliation services, applications for consent to prosecute parties alleged to have committed offences under the Act and declarations that a strike or lockout is illegal. The powers to deal with requests for conciliation services and to grant or deny applications to prosecute were formerly held by the Minister of Labour.

In other respects, the rules are similar to those made under the 1948 Act regarding the procedure for making application for the granting or the revocation of certification as bargaining agent, the serving of a notice of a hearing and the taking of representation votes.

In conducting representation votes, however, the registrar, appointed under the Act, is now given power to direct the interested parties to refrain from propaganda and electioneering during and for 72 hours before the day of the vote and to give any directions he deems necessary for disposing of improperly marked ballots and ballots of persons whose eligibility to vote has been challenged or is in doubt.

Quebec Public Health Act

New regulations to safeguard the health of persons employed in industrial camps which were issued on August 30 (O.C. 958), gazetted September 16, replace all earlier regulations (L.G., 1924, p. 354). Minimum standards are set out with respect to location, construction of buildings, water supply, drainage, garbage disposal, toilets, camp

equipment, etc., and require cooks to be medically examined before entering employment. The rules governing drainage and water supply do not apply to camps situated within the limits of a city, town or village connected with an aqueduct or sewer system.

"Industrial camps" are defined in the regulations as "all temporary or permanent installations, including the outhouses, which the employer organizes to house the persons employed by him in lumbering or mining operations, railroad or highway construction, the building of dams and other similar undertakings, in saw-mills and pulp and paper mills, whether they be permanent camps, permanent summer camps or temporary camps".

The Director of Industrial Hygiene must be notified at least three weeks before a camp is constructed or re-opened. All camp buildings must, wherever possible, be situated in a dry, sunny place at least 150 feet from the high water level of a lake or stream and at least 100 feet from all refuse, stables and other domestic animal enclosures.

The drinking-water supply must be situated at least 150 feet from the camp, free from any source of contamination. The distance of a spring, which is situated at a much higher level than the camp buildings, or of a tube well, is left to the discretion of the Director of Industrial Hygiene. A covered water reservoir, equipped with tap, must be available to the workers and the common drinking cup is forbidden.

Dormitories must be supplied with a water-tight sink with at least one basin for every five workers and an adequate supply of hot water. The regulations require the employer to supply each worker with a single bed with springs, and a clean mattress and pillow, in good condition, which have been disinfected. Clean, disinfected bed-clothes in good condition must be furnished to each worker for his exclusive personal use and must be washed at least once a month. If flannel or other sheets are supplied in addition to woollen blankets, the latter need only be washed at the opening of each working season.

A room with window, entirely separate from the kitchen, must be provided for women residing in a camp, and a separate dwelling provided for women with children.

A laundry room, equipped with a boiler

of sufficient capacity to supply hot water for the washing of personal clothing, must be furnished. Such room may also serve as a bathroom or a special room may be provided for this purpose. In either case, suitable tubs must be installed. A clothes drier of approved design must be installed in every camp.

No cook or assistant cook may be employed in a camp unless he is able to furnish a medical certificate showing that he has been examined within the previous three months and is free from any contagious or communicable disease. He must also produce a certificate showing that he has been successfully vaccinated against small-pox within the previous seven years.

All food must be protected during transportation and stored properly in the camp to prevent contamination by flies, vermin and dusts, a pantry of approved construction to be installed for perishable foods. The inspector may prohibit the use of kitchen utensils which are not properly washed and kept in good condition.

All floors must be damp swept daily and washed at least once a week. All openings must be screened. Proper space for clothing and personal belongings must also be provided.

Inspectors of the Department of Health must be permitted at any time to inspect all buildings and equipment connected with a camp.

Additional rules are set out for the construction of tents which are permitted in permanent summer camps from May 15 to October 1 and in temporary camps operated for not more than 15 days in any one place.

Penalties are provided for violations of the regulations.

Saskatchewan Social Aid Act

To enable a child on whose behalf a mother's allowance is paid to become better qualified for employment, the Mothers' Allowance regulations (L.G., 1949, p. 456) have been amended to provide that after September 1, 1950, when a child reaches 16 and continues to attend school, the allowance may be paid until the completion of Grade XII, or until the age of 18. Previously, when a child reached his sixteenth birthday during the school year and continued to attend school, the allowance was paid only to the end of the school year.

The amendment was made on August 18, gazetted August 25 (O.C. 1462/50).

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act; published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that the claimant, who was on a roll of jurors but did not serve as such, was unemployed and available for work within the meaning of the Act on the days he had to present himself at the Court.—CU-B 559 (April 5, 1950).

MATERIAL FACTS OF CASE:

The claimant, while in receipt of unemployment insurance benefit, informed the local office of the Commission by telephone on October 4, 1949, that he was on the roll of jurors for the term of the criminal assizes in Rouyn, P.Q., commencing October 5, 1949. He reported at the local office on his regular call days, viz: October 6, 13 and 20 but did not state on the unemployment register the days he had been requested to attend the Court.

On October 26, 1949, the Registrar of the Court informed the local office as follows:—

(The claimant) has not been called yet to be a juror although he did present himself on the dates fixed by the court namely October 5, 6, 11, 12, 13 and 25, 1949.

He has received \$5 for October 13 and for the other days he has received a half-day allowance of \$2.50 per day each day.

According to the submissions the claimant did not receive the moneys referred to above until October 25, 1949.

The insurance officer pursuant to Section 55 (2) (a) of the Act referred the case to a court of referees in order that they decide whether the claimant was unemployed and available for work on the days he reported to the Court for jury duty.

The court of referees, after having heard the claimant and two representatives of the local office, unanimously found that on the days in question he had been unemployed and available for work. In that connection, they stated in part:—

The court of referees is of the opinion that the amount received as a juror is not a remuneration nor a profit and that the duty as a juror is a duty which is the responsibility of each citizen summoned by the crown whether willing or not to

assist as a juror and this cannot be considered as a contract of service.

Concerning the availability of the claimant, he was an accountant and if work had been offered during the period he was obliged to report to the Superior Court, he could have accepted this employment for the afternoons and the evenings; therefore, the court is of the opinion that the claimant was available for work.

From the decision of the court of referees, the insurance officer appealed to the Umpire on the following grounds:—

The evidence on file indicates that the claimant, whose name appeared on the roll of jurymen for the term of criminal assizes in Rouyn beginning October 5, 1949, was summoned to appear in court on October 5, 6, 11, 12, 13 and 25, 1949 and that, on those dates, he was in court for at least the whole forenoon; his attendance brought him a minimum remuneration of \$2.50 a day.

The insurance officer is of the opinion that the claimant, on the days on which he appeared in court could not be available for work, if we consider that he could not seek employment and that, if some had been offered to him, he could not have accepted it.

The British jurisprudence however seems to be to the contrary (CF. BU-63-64-65).

It can be argued that if employment could have been offered to this claimant and he had requested the Court's permission to be relieved from Jury duty I am satisfied that he would have been permitted to accept the employment.

DECISION:

The insurance officer in his appeal to me does not seem to differ with the unanimous finding of the court of referees that the claimant was unemployed on the days he presented himself to the Superior Court for jury duty. I also agree with that finding.

The insurance officer, however, in the second paragraph of his submission to me argues that the claimant, on those days, could not be available for work.

The question of the claimant's availability on the days he so attended the Court is entirely a question of fact which has to be determined in the light of the claimant's intention towards accepting employment which might have been offered to him during that period, of the measures he took in order that any opportunity of employment would be immediately brought to his attention and of whether or not he would have been prevented from accepting at once suitable employment.

The claimant's willingness to take employment as well as the fact that he reported to the local office is not disputed by the insurance officer and, in the last paragraph of his appeal, he states that he is satisfied that the Court would have relieved the claimant from duty had work been offered to him.

Furthermore, it was only after having thoroughly examined the claimant and two representatives of the local office that the court of referees came to the unanimous conclusion that the claimant was available for work on the days in question.

Under the circumstances, I consider that their finding should not be disturbed and the appeal is dismissed.

Held that the claimant was not unemployed nor available for work on the days he was engaged in forest fire-fighting.—
CU-B 615 (September 7, 1950).

MATERIAL FACTS OF CASE:

The claimant, while in receipt of benefit, was drafted by the Quebec Department of Lands and Forests for forest fire-fighting and performed such duty from May 19, 1950 to May 25, 1950. His rate of remuneration was 50 cents an hour if he brought his own food or 40 cents an hour if food was provided for him. He was on duty from 7:00 a.m. to 6:00 p.m. and subject to call for the overnight shift.

Pursuant to Section 55 (2) (a) of the Act, the insurance officer referred to a court of referees the question as to whether the claimant was unemployed and available for work within the meaning of the Act on the days he was engaged in forest fire-fighting.

The court of referees rendered a unanimous decision which reads in part:—

It was proved by the Assistant District Chief of the Provincial Department of Lands and Forests, that any person between the age of 18 and 55 is obliged, if drafted, to fight forest fires under penalty of a fine of \$200 or failing that of imprisonment for three months. The wages paid are low, 50 cents if the person drafted supplies his own meals.

The court is of the opinion that such work does not constitute a contract of service within the meaning of the Unemployment Insurance Act and is, also of the opinion, following (the) evidence (of the Assistant District Chief of the Provincial Department of Lands and Forests), that it would have been possible for the claimant if he would have received an offer of employment, to be exempted of fire-fighting work and under the circumstances the court considers that the claimant was unemployed and that he was also available for work.

The insurance officer appealed to the Umpire stating in part:—

The court was of the opinion that drafting for fire-fighting is not a labour contract within the meaning of the Unemployment Insurance Act and accordingly while a man is fulfilling a public duty to his country, he is still in a state of unemployment.

It is submitted that this man, who received an hourly rate of wages for the work performed by him, can be compared to unemployed Reserve Army personnel who attend training camps and who are not entitled to benefit during the period of such attendance at camp when they are deemed to be employed.

DECISION:

The claimant's participation in forest fire-fighting does not appear to have had all the requisites which constitute a contract of service.

It is my opinion, however, that he followed an occupation within the meaning of Section 29 (1) (b) of the Act and that that occupation did not come within the exception mentioned in (i) and (ii) thereof.

Section 29 (1) (b) reads as follows:—

29 (1). "An insured person shall be deemed not to be unemployed

(b) on any day on which, notwithstanding that his employment has terminated, he is following an occupation from which he derives remuneration or profit unless

(i) that occupation could ordinarily be followed by him in addition to, and outside the ordinary working hours of, his usual employment, and

(ii) the remuneration or profit received therefrom for that day does not exceed one dollar and fifty cents or, where the remuneration or profit is payable or is earned in respect of a period

longer than a day, the daily average of the remuneration or profit does not exceed that amount.

The claimant, therefore, was not entitled to Unemployment Insurance benefit while engaged in forest fire-fighting.

As to the claimant's availability for work during that period, it is significant to note that according to form UIC 493A, he was on duty at least eleven hours a day. Furthermore it would seem from the testimony of the representative of the

Provincial Department of Lands and Forests that it would be only under exceptional circumstances that a person engaged in forest fire-fighting would be released therefrom.

The insurance officer in his submission to me might have rightly compared the claimant's case to that of "unemployed Reserve Army personnel who attend training camps". However a case relative to such personnel has never been before the Umpire for decision.

The appeal is allowed.

Unemployment Insurance Statistics, August, 1950*

During the month of August, 1950, a total of 61,545 initial and renewal claims were filed at local offices of the Unemployment Insurance Commission. This represents an increase of 40 per cent over the July figure of 43,929 claims, as compared with an increase of about 22 per cent over the 50,291 claims filed in August, 1949. The more than seasonal increase in claims in August, 1950, was likely due to lay-offs of non-striking workers in industries which experienced a curtailment of operations due to the nation-wide railway strike in the latter part of August.

All provinces except Prince Edward Island showed an increase in the number of initial and renewal claims filed in August over July. The largest percentage increases were registered, in order of descending magnitude, in Nova Scotia (154 per cent), Saskatchewan (135 per cent), Manitoba (101 per cent), Alberta (86 per cent), and Ontario (40 per cent).

Ordinary claimants on the live register on the last working day of the month increased from 92,520 in July to 98,930 in August (the August, 1949, total was 80,813). The relatively small increase in ordinary claimants on the live register on the last working day of the month, in comparison with the large increase in claims filed over the previous month, can probably be explained by the fact that the railway strike was over just prior to the last working day of the month.

Of the total number of persons on the live register in August, 74,402 or 67 per cent were on the register seven days or more, as compared with 84,575 or 80 per cent in July. A higher percentage of females (34 per cent) than males (25 per cent) was on the live register 73 days or more.

Initial and renewal claims handled at adjudicating centres numbered 46,232 in August. Of these, 35,743 were allowed and 10,489 were disallowed or disqualified.

Chief reasons for non-entitlement to benefit were: "insufficient contributions" 4,094 cases, "voluntarily left employment" 3,723 cases, and "not employed" 1,678 cases.

Persons commencing benefit on initial and renewal claims numbered 30,628 in August as compared with 30,945 in July, and 34,422 in August, 1949. The lack of any increase in new beneficiaries between July and August, a time in which claims filed increased sharply, is probably due to the fact that persons filing claims during the railway strike became re-employed before completion of their waiting period.

During the month of August, \$4,412,992 in benefit were paid in respect of 1,925,184 days as compared with \$4,726,614 and 2,053,009 days for July, and \$3,717,000 and 1,650,997 days for August, 1949.

For the week of August 26 to September 1, 67,303 persons received \$886,221 in respect of 387,366 days, as compared with 76,840 persons, \$1,022,377 and 444,583 days for the week of July 29 to August 4, and 62,705 persons, \$813,027 and 361,497 days for the week August 13 to 19, 1949. Average duration of benefit for the week of August 26 to September 1 was the same (5.8 days) as for the week of July 29 to August 4, while the average amount of benefit paid during these weeks was \$13.17 and \$13.31 respectively.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending August 31, 1950, showed that insurance books were issued to 3,644,839 employees, who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1950—an increase of 132,450 since July 31, 1950.

As at August 31, 1950, 240,277 employers were registered, representing an increase of 1,612 since July 31, 1950.

* See Tables E-1 to E-7.

UNEMPLOYMENT INSURANCE COMMISSION'S NINTH ANNUAL REPORT

In reviewing the fiscal year 1949-50, the Unemployment Insurance Commission notes that it was one of "remarkable contrasts." Canada, in the twelve-month period under review, achieved the highest level of employment in its history, and also encountered the most serious unemployment since the organization was established.

During the summer of 1950, the Commission reports, Canada's total labour force rose to approximately 5,200,000, while during the winter the numbers of persons seeking employment, exclusive of those applying for supplementary benefit, exceeded 375,000. "Obviously", the Report observes, "one condition has an important bearing on the other. When the labour force increases there will be a corresponding increase in unemployed if conditions producing unemployment develop".

The Report points out that from November, 1949, until nearly the end of March, figures of unemployment increased, and that although it was the period of seasonal unemployment there were other factors which were not entirely seasonal in their nature. Uncertainties respecting international trade, currency, devaluation, industrial disputes in the United States and Canada resulting in curtailment of essential supplies, as well as adverse weather conditions, all resulted in slowing up certain industries.

The situation was such that during the 1950 session of Parliament provision was made for amending the Unemployment Insurance Act so as to provide for payment of supplementary benefit to persons who had exhausted or were unable to qualify for ordinary benefit.

During the winter of 1949-50, when figures of unplaced applicants were showing a marked increase, the Commission initiated a campaign designed to assist in stimulating employment. The basic idea was that a great deal of work, such as interior painting and decorating, repairing, etc. frequently held up until the spring, could be done in winter. A large number of jobs were provided through the campaign and in this way, the report says, difficult periods for many workers were bridged over until the spring brought increased employment opportunities.

Amendments to Unemployment Insurance Act

In addition to making provision for payment of supplementary benefit, other amendments which received the approval of Parliament provided for a number of important changes with reference to coverage, contributions and benefit. Effective on proclamation, the ceiling for insurability is raised from \$3,120 to \$4,800 a year, bringing within the scope of the Act an estimated additional 75,000 persons. The number of contribution classes is reduced from nine to six, payments by employers and employees are equalized throughout all classes, and an additional higher class of contributions is added, in keeping with the raising of the ceiling for insurability, and a higher rate of benefit to persons contributing in the new class. The Commission was also empowered to make special regulations prescribing the conditions under which benefit may be paid to married women (L.G., April, 1950, p. 532).

Seasonal Regulations

Seasonal regulations applying to certain industries which have a pronounced and regularly recurring off-season were modified in several respects.

Regulations were also made extending the provisions of the seasonal regulations to employment in lumbering and logging in all parts of Canada other than British Columbia when contributions became payable in that industry at April 1, 1950.

Unemployment Insurance Fund

At March 31, 1949, the balance in the unemployment insurance fund was \$529,-535,437.38. During the fiscal year 1949-50 revenue from contributions by employers, employees and the government totalled \$124,526,748.14. Miscellaneous revenue (interest on investments, etc.) increased the total revenue to \$138,935,737.27. Benefit paid (including supplementary benefit for

March of \$818,065.89) totalled \$85,824,202.13, leaving a net balance at March 31, 1950, of \$582,646,972.52.

The amount paid out in benefit was almost \$36,000,000 over the total for 1948-49. The increase was due to the higher amount of unemployment in the winter, as compared with the previous year, and the fact that more claimants had become entitled to the maximum benefit payable under the new rates which came into effect for the first time in October, 1948. The average daily rate of benefit payable in 1949-50, excluding supplementary benefit, was \$2.34 as compared with an average rate of \$2.09 in 1948-49.

Costs of Administration

Administrative costs of the Unemployment Insurance Commission during the fiscal year amounted to \$20,385,981.70. The total for the previous fiscal year was \$18,965,130.67, an increase of \$1,420,851.03. Increased salaries and higher rents accounted for the major portion of the increase. The amount of commission paid to the Post Office Department also increased.

In considering the cost of administering the Commission organization, the report says, "there is sometimes a tendency to forget that a considerable part of this cost results from operation of the National Employment Service. This service is given free of charge to employers and to all workers who require it whether they have previously been insured or not.

"It is impossible to determine the value of the National Employment Service in terms of dollars and cents. Not only is it of great importance and value to the unemployed worker, but it is also a time, money and worry saver to the employer. That this is becoming more evident to employers in Canada is demonstrated by the fact that they are turning to the National Employment Service for their employment needs. Some of the large organizations do their entire hiring through the Commission organization."

In addition to the National Employment Service, a certain amount of the administrative cost must be charged up against the cost of administering unemployment assistance in the new province of Newfoundland. A further administrative obligation arises out of the payment of supplementary benefits as provided in the recent amendments to the Unemployment Insurance Act.

Operations of Employment Offices

During the year 1,928,090 applications were registered at local employment offices,

and 1,019,045 vacancies were notified. Placements in regular and casual employment effected totalled 685,103; of these 466,980 were male and 218,123 female. Placements in the previous year totalled 700,818.

Placement of Displaced Persons

The work of placing European displaced persons continued throughout 1949-50 but at a slower tempo due to a decline in employers' requests for immigrant labour. Since the inception of the immigration-labour program 38,582 displaced persons have been admitted to Canada. At the end of the year only 200 unplaced immigrants remained in reception hostels, indicating the success of the government's program as well as of the placement task accomplished.

Movement of Farm Labour

Group movements of workers within Canada for the harvesting of farm crops, under Dominion-Provincial Farm Labour Agreements, between June and October resulted in the transfer of approximately 4,600 workers.

The Employment Service also took part in international transfers of sugar beet planters and harvesters, potato pickers and tobacco workers.

Placement of Handicapped Workers

Employment suitable to their physical capacities was found for approximately 11,300 handicapped workers through the special placement facilities provided by the Employment Service. Of this number some 8,200 were men and 3,100 women. More than 4,000 of the males were disabled ex-service men, while 79 disabled ex-service women were among the females placed.

Executive and Professional Employment

Improved organized and directed employer relations activities, supplemented by increased publicity, brought about greater use of facilities provided by the employment service for employers seeking workers and workers seeking jobs in the technical, scientific and professional fields, it is reported.

Inquiries from persons in other countries seeking information in regard to employment opportunities in the various professions in Canada also increased in number. The officer of the Commission in charge of executive and professional placement work was appointed recruiting officer in Canada for the United Nations Organization and two campaigns were conducted to obtain staff for that organization.

Activities on behalf of university students were expanded. In the previous report it was noted that placement offices, staffed by Employment Service personnel, had been established at the Universities of Manitoba, Saskatchewan and Alberta. During the year under review, by request, similar offices were organized on the campuses at Laval University and the University of Montreal, and skilled Employment Service staff members assigned to assist the offices at Toronto and McGill Universities and the University of British Columbia, operated by those institutions. At some of the other Canadian universities a part-time service was given by Employment Service personnel.

Unemployment Assistance in Newfoundland

In accordance with the terms of union, it was agreed that the Government of Canada would pay unemployment assistance to persons resident in Newfoundland who were unemployed at the date of union (April 1, 1949), or who lost their employment within two years thereafter, provided they had been engaged in insurable employment but were not yet qualified for unemployment insurance benefit.

Claims for unemployment assistance are handled through local offices of the Commission in the same manner as claims for benefit, but payment is made by subventions from the Treasury and not out of the unemployment insurance fund.

Appeals to Umpire

During the year the Umpire handed down 129 decisions—benefit cases 126 and coverage cases 3. The Commission also reported that a number of oral hearings were held at which officers of various interested unions and officials of the Commission, as well as claimants and their legal counsels, were present.

Enforcement

At both head office and regional levels, the legal branch is making a determined effort to ensure more complete and effective enforcement, the report states. In the interests of establishing uniformity in enforcement procedure, the Legal Adviser inspected legal branches in all regional offices of the Commission during the autumn of 1949. A new method for reporting benefit frauds, which has been under study for some months, it is anticipated, will result in increased efficiency.

A total of 22,834 investigations of claimants was conducted by district investigators of the legal branch as compared with 19,263 in the previous year—an increase of 18 per cent.

The most decided increase occurred in prosecutions against employers for failure to pay contributions on behalf of insurable employees. In the fiscal year 1948-49, 69 prosecutions of this type were undertaken, whereas in the fiscal year 1949-50 there were 270. This represents an increase of almost 300 per cent.

There was also an appreciable increase in the number of prosecutions against claimants. In 1948-49, 594 prosecutions of this type were undertaken, whereas in the fiscal year 1949-50, 751 benefit prosecutions were instituted. This is an increase of 26 per cent over the previous year.

In the overall picture 1,101 prosecutions of all types were commenced in the fiscal year 1949-50, representing an increase of 54 per cent over the fiscal year 1948-49 when 714 prosecutions of all types were commenced, 810 convictions registered, 12 actions dismissed, and 31 cases withdrawn. On March 31, 1950, 366 cases were awaiting hearings in the various courts across the country.

Employment Committees

The National Employment Committee, advisory body to the Commission, held four regular quarterly meetings during the year.

Some 500 meetings were held by the 80 local committees established to advise and assist local office managers, and 45 by the five regional advisory groups, it is reported. Activities of the regional and local committees resulted in submission to the central body of considerable employment data, as well as proposals for alleviation of unemployment in various parts of the country through inauguration of work projects and other means. When endorsed by the national committee and approved by the Commission such suggestions were referred to the appropriate government authorities.

Employment of older workers, private employment agencies, assistance to technically qualified displaced persons, apprenticeship, vocational guidance and employment of youth, were some of the subjects which received the attention of committees during the year.

Administration

At the end of March, 1950, from five regional administrative offices the Unemployment Insurance Commission operated 181 local offices located in the principal cities and towns from coast to coast. In addition, full-time service was given to the public at 37 branch offices located principally in centres of population near, and under the supervision of, local offices.

Itinerant, or regular part-time service, was also extended from various local offices at 71 other cities or towns. Agencies were maintained at two places.

The extension of the Employment Service to Newfoundland upon the entry of the tenth province to Canada was accomplished speedily and without serious difficulties, it is reported. The island's industry and workers are served by three local offices, and employment activities have been integrated with those in other provinces in the Commission's Atlantic region.

During the fiscal year certain increases in staff were necessitated by the opening of offices in Newfoundland and by the volume of insurance and employment work being handled by the Commission's offices

throughout Canada. On March 31, 1950, the number of regular employees stood at 7,070.

The extension of the clearance facilities to the overseas office in London, established in 1948 to enable Canadian employers to seek workers in Britain, has proved successful. Through the London office many British craftsmen possessing skills relatively scarce in this country have found employment in Canadian industry. A service has also been rendered by the London office to Britons planning to emigrate to Canada, by supplying information on employment prospects and working conditions in this country.

The personnel of the Commission remained unchanged during the year.

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

EMPLOYMENT CONDITIONS DURING SEPTEMBER, 1950

September was a month of unusually high activity in the labour market. In contrast to the same period last year when the loss of some foreign markets due to exchange difficulties was causing considerable uncertainty in the economy as a whole, a note of optimism now prevails in nearly every industry. Several have already benefited from new defence contracts received recently, notably the aircraft industry which was operating well below capacity last year. Strong seasonal activity superimposed upon this basic expansion has meant a steady drain upon the current labour supply.

The labour market was more active during September than at any time since the first post-war years. Seasonal activity was reaching its peak in agriculture, food processing, construction, and transportation; defence preparations were stimulating employment in manufacturing and the logging industry was preparing for a heavy cut this fall. The generally buoyant state of the labour market during the late summer and fall months was indicated by the continued decline in applications on hand at National Employment Service offices during September. At September 28, applications on file had fallen to 133,100, almost 8,000 less than at the same time last year, and there were more jobs registered than at any time since 1947.

The greatest activity was in the unskilled labour market. It is estimated that there are about 300,000 workers in Canada who work as the season demands in agriculture, fishing, construction and logging. During September, the demand for these workers overlaps and logging industries vie with agriculture and construction for the same supply of labour. This year, the competition was even keener, since harvesting operations have been delayed in Western Canada. At the same time that application files in Ontario were being combed to find workers for the Prairie harvest, the logging industry was attracting help by high wages and offers of longer employment. Workers were not only being drawn from agriculture but from construction and mining.

Nevertheless, the working force in logging had not reached its peak by the end of September. Unfilled vacancies at National Employment Service offices, which probably represent the smaller part of the demand for woods workers, totalled more than 17,000 at September 28.

Although the focal point of recent demand has been the unskilled seasonal worker, labour shortages have appeared in other fields. Shortages of skilled and semi-skilled men in construction and in some metal-working trades have appeared; auto mechanics were still scarce and the lack of female help persisted in the domestic service field. Seasonal developments will not greatly change this situation and in some cases, as in metal-working, demand may increase in the coming months as more orders are placed for defence projects.

Regional Analysis

The continued improvement in employment conditions in *Newfoundland* during September was based largely on the optimistic outlook for the newsprint industry. About twice last year's number of workers were engaged in pulp cutting and pulp and paper mills were continuing to operate at capacity. In an effort to fill orders totalling one million tons of iron ore before the end of the shipping season, mining activity on Bell Island moved towards peak proportions. Work for trans-

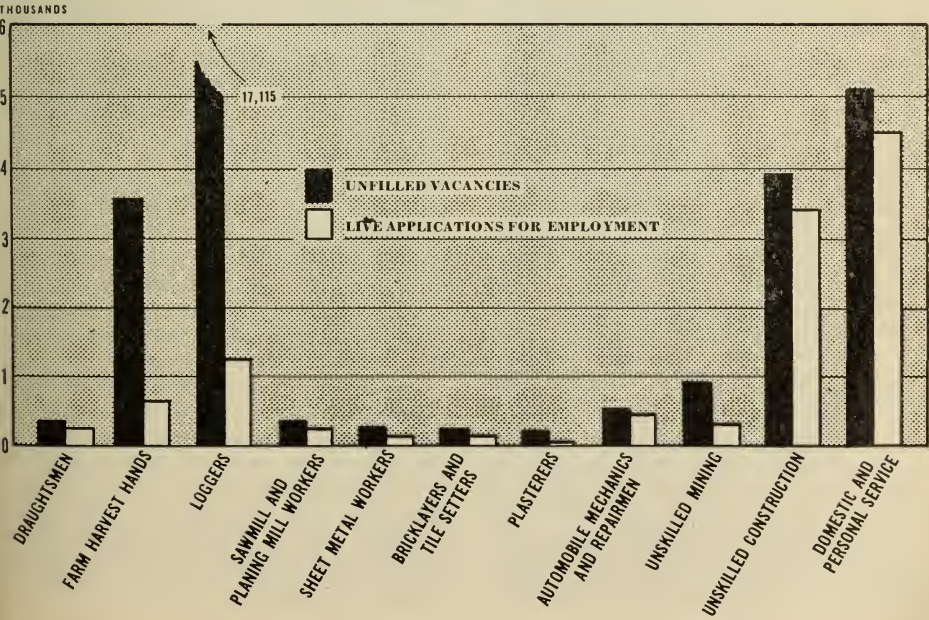
portation and dock workers had increased with the rising volume of imports for the Christmas trade and heavy shipments to the outports prior to the freeze-up. Fishing, building and road construction and railway maintenance also kept many workers occupied. Registrations at National Employment Service offices declined 1,100 during the month, to total 5,500 at September 28.

Features of the still improving employment situation in the *Maritime* provinces during September were the continuing high level of construction activity in many areas; movements of harvest workers into Prince Edward Island, New Brunswick, and Maine potato fields and Annapolis Valley orchards; and increases in pulp and lumber cutting activity in Northern New Brunswick. The strong demand for harvest help retarded the expansion of woods employment and the supply of woods workers is expected to remain below requirements until the harvest season ends. Coal mining employment continued at a high level as steps were taken to further increase coal output. While growing shortages of materials make the future plans of steel plants uncertain, their activity has been generally well maintained so far. Shipbuilding has expanded somewhat in Halifax.

Live job applications on file with National Employment Service offices in the Maritimes at the end of September totalled 16,500, only slightly lower than at the end

SELECTED OCCUPATIONS WHERE VACANCIES EXCEED APPLICATIONS

September 28, 1950



of August but over 2,000 below the total a year ago. Registrations at most local offices varied only slightly over the month, but the decline relative to last year appears to have taken place in the smaller areas, while data from most of the larger centres show slight increases over 1949.

Some temporary labour shortages had developed in the *Quebec* region during September, particularly among unskilled workers. Total applications on hand at employment offices dropped by about 3,000 during the month to total 42,700 at September 28. This was 1,300 less than last year at this time; male applicants had declined by 6,600, but the number of women registered had risen by 5,300. Heavy hiring for the logging camps, which coincided in many instances with agricultural labour requirements, have taxed the available supply of male workers. Sufficient farm help was available, however, to harvest the better-than-average crop this year. By the middle of September, workers were moving into the State of Maine for potato picking; about 1,200 were involved in the organized movement this year. Another 1,150 men left Quebec to help with the Prairie harvest. Farm workers were also being absorbed in large numbers in the woods. It was estimated that 35,200 were already employed in the major pulp and paper companies in Quebec at October 7, and about 11,900 others were required. The greatest demand was in the St. Maurice and North Shore districts.

Many skilled men will be needed in Sorel to help in filling the \$12.1 million order for guns placed by the American and Canadian governments during September and early October. In addition, employment in the shipyards will be expanding due to the recent orders received by the Dominion government.

As in all districts in Quebec, the employment situation had decidedly improved in the Eastern Townships. Increased tonnage is reported by mining industries, with some labour shortages. Employment is seasonally increasing in textiles although some firms are still working short-time. A union agreement for an 8-hour shift in the cotton textile plants in Valleyfield, has necessitated the hiring of 400 additional workers. Although heavy industries in Sherbrooke are still operating below last year's level, the situation has improved considerably. Former workers are being recalled as important orders have been received for materials for the Labrador development project.

In the *Ontario* region, increased employment activity was reflected in a decrease of 15 per cent from the previous month

in the number of job registrations at September 28, which totalled 33,900. The reduction was entirely in the male division, and a marked scarcity of heavy labour has developed. Considerable expansion in heavy industry, the transfer of workers to the Western harvest and peak construction activity accounted for these conditions.

The upsurge in manufacturing activity in response to the current buoyancy of the national economy has resulted in increased hiring in many Ontario centres. Activity in firms manufacturing durable goods has shown particular improvement. The automobile industry in Windsor attained a new production level during the month, and hiring at other automobile manufacturing centres was steady. The new diesel plant at London was in full production and steadily increasing its staff. There were also substantial gains in employment in aircraft, paint, woodworking, electrical and industrial machinery plants.

In general, the Ontario harvest has been disappointing. Frost in the Belleville area caused heavy reductions in the yield of vegetables with consequent loss of employment in canning factories, while excessive rain deteriorated crops at St. Catharines and Niagara Falls. Sugar refining, however, was beginning to absorb some labour at Wallaceburg and Chatham.

In the northern part of the region, although there was a steady expansion in metal mining, the heaviest demand came from pulp-wood contractors. The scarcity of bush workers at Kirkland Lake, Timmins and Sudbury is already acute and it is expected that fewer Quebec farmers will be available this year to relieve this shortage.

During September, the *Prairie* region entered its period of peak employment as the grain harvest made a long-delayed beginning. Job applications, which stood at 16,500 on September 28, showed a decline of 36 per cent during the month, almost all of which was in male applications. Although most of this reduction was the result of harvest hirings, part at least could be attributed to increased activity in coal mining and some branches of manufacturing, as well as the beginning of fall fishing and the sugar beet run.

Through the joint efforts of the National Employment Service and the Provincial Farm Labour Services, about 2,300 Eastern harvesters were received and distributed almost equally among the three provinces. There was some shortage of farm labour in Manitoba, but in other areas the local and transient labour supply was sufficient to meet the demand.

Because of the lateness of the harvest, other activities whose labour needs are usually met by the return of harvesters were being delayed this year. There was a continuous and heavy demand for bush workers in the Lakehead area. Although there were 1,400 more men working in the bush than at this time last year, additional orders for 5,000 men were placed at Winnipeg; these will be difficult to obtain even after the harvest. In some areas, it was also impossible to supply the demands for workers until after the harvest in such industries as sugar refining, construction and railway maintenance. With favourable weather, therefore, it is likely that the peak employment period will continue somewhat later this year than last.

In most of the Prairie region, there was a scarcity of skilled construction workers. Employment in coal mining improved during the month, particularly at the Estevan strip mining projects. Miners were also working full time at Lethbridge, Red Deer and Drumheller, but mines at Edmonton and Blairmore were still on short time.

The strongest employment situation in the past two years prevailed in the *Pacific* region during September, as peak activity continued in most industries, particularly in logging and lumber, agriculture and base metal mining. At September 28, live job applications at National Employment Service offices totalled 17,900, a drop of 2,100 from last month, and 3,000 from the same date last year. At some offices, the percentage drop in actual claims for unemployment insurance indicated a greater improvement in insurable occupations than in employment as a whole. At the month's end, there was some slackening in construction and harvesting, but all physically fit workers, skilled and unskilled, were being absorbed in the forest industries.

The fruit harvest was well on the way to completion at the end of the month. The United Kingdom order and increased shipments to the United States had eased the apple marketing problem considerably. In most areas, the crop was harvested without undue difficulty. There was a scarcity of pickers at Kelowna and Vernon, but the situation was expected to be in hand by the beginning of October.

Under the influence of continued export demand, logging and allied industries were working at capacity. The most urgent need was for all types of logging labour. On the mainland, the scarcity of forest skills remained acute, despite collective agreements with higher wages. Some lumber operators were advertising for Prairie

workers but these would not be available until after the harvest.

The stepped-up defence program had brightened the prospects for the base metal industry, and there has been a steady demand for experienced miners. Coal mining remained relatively stable throughout the month.

Industrial Analysis

During September, *agricultural* activity was at its peak and Canadian farmers experienced difficulty in obtaining sufficient harvest help. Increasing demand for workers from other industries, particularly construction and logging, cut heavily into the available labour supply. As well, immigrant help was not available in such large numbers as in previous years, although some Displaced Persons were still being admitted. Many who have completed their contract terms, have bought their own farms and others have moved into urban employment. Finally, the re-opening of the schools resulted in the withdrawal of younger workers who formed a large and important sector of the labour force.

The Prairie harvest was late in starting this year, getting under way about the first week in September, and was further delayed by wet weather in some parts of Manitoba and Saskatchewan. Labour shortages were general throughout the region, especially since the harvests in the three provinces occurred at the same time this year. In the organized movement of harvesters from Eastern Canada to the Prairies, 2,300 workers were sent during August and September.

Potato picking made heavy demands on Canadian labour during September. About 2,200 pickers from Quebec and New Brunswick went over to Maine in the organized movement this year, as compared to 1,350 in 1949. There were three organized movements carried out within the Maritime provinces. About 600 pickers went from Nova Scotia to Prince Edward Island; 1,000 workers took part in a movement within the province of New Brunswick and another 300 in a similar movement in Prince Edward Island. A movement from the Prairies to North Dakota was also carried out.

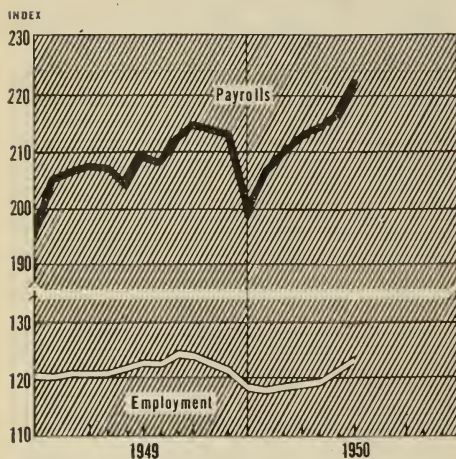
Data on wages paid male hired help on farms, issued by the Dominion Bureau of Statistics, showed that wages at August 15 were the highest on record. During 1949, a downward movement in wage rates was experienced but the scarcity of farm labour, together with increases in wages and prices generally, has terminated this trend.

A marked increase in labour market activity in the *manufacturing* industries

was evident during September, as the economy expanded in response to increased seasonal activity and defence spending stimuli. Hirings were heavy during the month, wage rates were rising, many new factories were either planned or in the contract stage, and shortages of some materials, notably steel, were beginning to develop.

EMPLOYMENT AND EARNINGS IN MANUFACTURING

(Base: June 1, 1941=100)



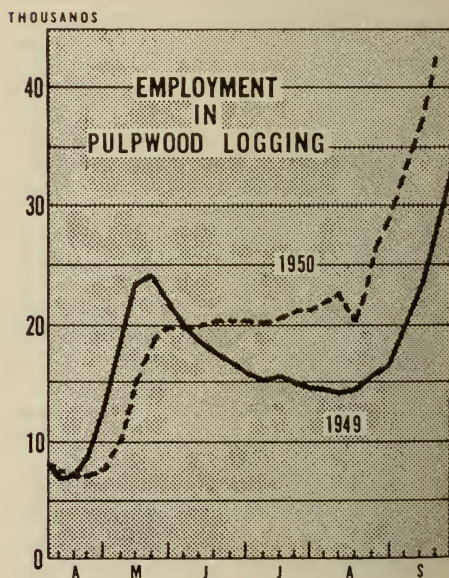
The producer goods industries, in which heavy lay-offs have occurred in the past two years, were preparing to return to near-wartime levels of production and employment. Aircraft, shipbuilding, and armament plants were adding large numbers of workers to their staffs. While some consumer durable goods industries, particularly those producing electrical apparatus and automobiles, were expanding, employment in other consumer goods industries such as textiles, tobacco and beverages was either stable or declining.

With an expanding economy, the upward movement in wage rates became more general during the month. With new collective agreements being negotiated for the year, wage increases were being given in most industries, usually without a work stoppage. In the meat-packing industry, 10,000 employees of the "Big Three" received an 8½ cent-an-hour increase; some 6,000 Eastern Canada textile workers received varying increases; Montreal and Toronto fur workers were also given industry-wide pay raises and about 20,000 iron and steel workers, including employees of General Motors and Chrysler, received wage boosts.

During August and September, there was a rush to start work on new factories before anticipated shortages of key materials developed. Industrial contracts awarded during these two months were unusually heavy, bringing the 9-month total to \$102.5 million, about 25 per cent above the comparable 1949 figure. Over 2,700 new job openings were reported to the Department of Labour during the third quarter of the year, as a result of the completion of 38 new plants.

In sharp contrast with the 1949-50 season, labour demand in the **logging** industry was very strong in all regions during September. In the East, with excellent market prospects for both lumber and pulpwood, operators were planning a heavy cut and were starting early to build up their staffs. The supply of labour was limited however, as both construction and agriculture were at the peak of seasonal activity and the demand was far in excess of supply.

The British Columbia forestry industries continued to operate at a high level, with ideal weather conditions prevailing during most of the month. Shortages of skilled and unskilled workers were reported in all occupations, although labour turnover was lower. Fire hazard was the only other limiting factor on production and resulted in a three-day lay-off of 450 workers at Ladysmith. Rains toward the end of the month eliminated this hazard in most areas.



Eastern Canada including Manitoba as reported by Canadian Pulp and Paper Association.

With this heavy demand in all regions, the number of unfilled vacancies registered with the National Employment Service increased sharply during September. At the month's end, there were over 17,000 registered as against 6,000 at the end of August. The demand was the strongest in those areas in which heavy unemployment occurred last year. About half the total of 17,000 was in the province of Quebec, 4,600 in the Prairies (chiefly the Lakehead area), 2,400 in Ontario and 1,100 in the Atlantic region.

Construction activity was at its seasonal peak in September, with the industry operating at capacity and backlogs of new work beginning to pile up. The demand for workers was increasing and labour shortages, which had existed all summer, became more severe during the month. These shortages were common to both skilled workers and labourers in all occupational groups. In only one large city, Vancouver, where several large commercial and housing projects had been completed, was a drop in demand reported.

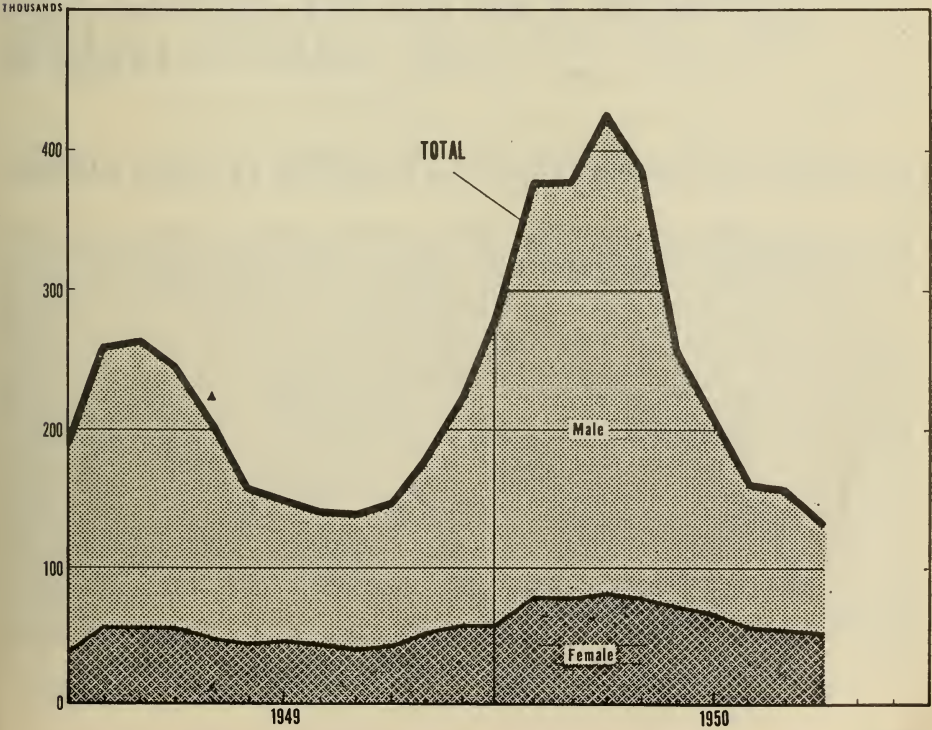
In addition to the scarcity of suitable labour, shortages of material were also a limiting factor on production. Temporary lay-offs of construction workers due to lack of materials were reported from various centres in Ontario, Quebec and British

Columbia during the month. The type of material in short supply varied by locality but structural steel, cement, plastering materials, and brick were among the more important.

High employment in the industry in the immediate future is indicated by the large number of projects now in the contract stage. An unusually high volume of contracts were awarded in September, the figure of \$129 million being the highest on record for that month. This brought the nine-month total value of contracts awarded to a staggering \$1.01 billion, well above the total of \$812 million for the same period in the record construction year of 1949.

In spite of this apparent increase in the volume of work, the Dominion Bureau of Statistics index of construction employment at August 1 was below that of August 1, 1949. The index for that date in 1950 was 202.3, as compared to the 1949 figure of 203.5 (1926=100). This slight decline was due to a drop in railway and highway construction, as the building construction index was above that of August 1, 1949. On a regional basis, these year-to-year comparisons show that reported employment was down at August 1 in the Maritimes, Quebec and Pacific areas, with Ontario and the Prairies showing increases.

APPLICATIONS FOR EMPLOYMENT ON FILE AT NES OFFICES



▲ Includes Newfoundland from April, 1949.

1935

Employment Service Activities

The number of workers and jobs brought together by the National Employment Service during September was at a record high for the past four years. While most of the orders were filled by local workers, increasing numbers were being put in clearance—that is, were being circulated through the region or the Dominion, if necessary, to find suitable help. Orders for farm help, loggers, various construction and metal-working tradesmen, as well as requests for bank clerks, were being sought outside the local office areas where they were placed.

Despite the fact that more women have been placed during the past five months than in the same period in any postwar year, applications on hand at the end of September were more than a third higher than a year ago. This, to some extent, was due to the number of married women returning to the labour market. High living

costs have been forcing housewives who have not been working for many years to seek work; others have been registering at NES offices in anticipation of job opportunities in aircraft and munitions plants.

In an effort to further ensure that married women not genuinely interested in securing employment will not be eligible for unemployment insurance benefits, a new regulation concerning the payment of benefits to married women will become effective on November 15. This specifies that married women who have not worked for 90 days since their marriage may be disqualified from receiving benefits for a period of two years unless the reason for their release was a shortage of work or an employer's rule against employing married women. The Unemployment Insurance Commission was given the power to make such a regulation by an amendment to the Unemployment Insurance Act during February, 1950.

Unemployment in Trade Unions, June 30, 1950*

Trade union unemployment in Canada declined to 3.1 per cent at the end of June, from 4.4 per cent at the end of the previous quarter, but was higher than the percentage of 1.8 noted at June 30, 1949.

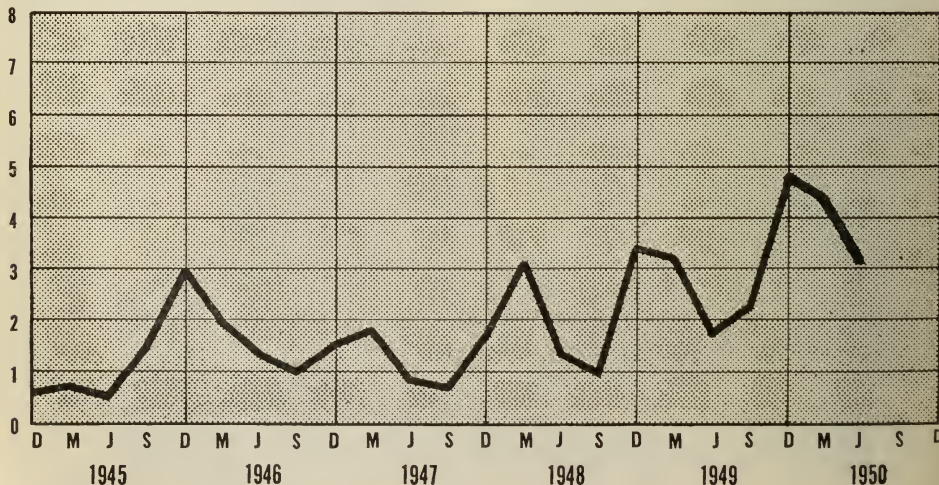
In this analysis, unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or lockout, or who are engaged in work outside their own trade are not considered as unemployed.

The number of reporting unions varies from quarter to quarter with consequent variations in the membership upon which the percentage of unemployment is based. It should be understood, therefore, that the figures refer only to organizations reporting. At the date under review, 2,643 locals reported a combined membership of 570,692. In the previous quarter, reports were received from 2,477 locals with 489,984 members, while at the end of June, 1949,

* See Tables C-11 and C-12.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS

Percent



the percentage was based on 2,504 locals representing 489,045 members.

Table C-11 shows the percentage of union unemployment at the end of certain months in various provinces. As compared with the previous quarter, the percentage of unemployment declined in each province except New Brunswick. As compared with June, 1949, unemployment declined in Manitoba, Saskatchewan and British Columbia, was unchanged in Alberta and exceeded the previous year's level in all other provinces.

Table C-12 indicates the percentage of trade union unemployment by industrial groups. Returns were received from 1,088 locals in the manufacturing industries. These reported 297,457 members of whom 9,928 were unemployed at the end of June. At the end of the previous quarter, 1,020 locals reported 256,404 members of whom 9,435 were unemployed at the end of March. At June 30, 1949, reports were received from 1,028 locals with a membership of 260,071 members of whom 4,723 were without work at that date.

In the transportation group, reports were received from 867 locals representing a

membership of 116,510 of whom 4,397 were unemployed at the end of June. At the end of the previous quarter, 804 locals with a membership of 102,731 reported 2,180 out of work while at the end of June, 1949, 821 locals with a membership of 99,966 members reported 1,044 as unemployed.

Unemployment in Mining fell from 2.3 to 1.3 per cent. Reports were received from 69 locals with a membership of 35,363 of whom 464 were out of work.

In the building and construction trades, unemployment fell from 15.8 to 4.2 per cent. Reports from 221 locals with a membership of 55,852 show 2,356 unemployed as compared with 7,343 unemployed out of a membership of 46,483 in 214 locals at March 31, 1949. At June 30, 1949, the proportion unemployed in these trades was 4.3 per cent.

Of the main groups of industries, unemployment at June 30, as compared with the previous quarter, was less in Lumbering, Mining, Manufacturing, Construction, Communication and Services; it was unchanged in Trade, and increased in Transportation.

EARNINGS AND HOURS OF MALE AND FEMALE WAGE-EARNERS AND SALARIED EMPLOYEES IN MANUFACTURING, 1948*

In the eleven-month period between the 1947 and 1948 surveys, average weekly wages rose by 10.6 per cent for men and 12.1 per cent for women. In the preceding year, men's weekly wages rose by 14.1 per cent and women's by 15.1 per cent over the November, 1946 figures. Average time worked remained substantially the same as in 1947.

Results of the third annual survey of earnings and hours in leading manufacturing establishments, recently published by the Dominion Bureau of Statistics, show that in the last week of October, 1948, women made up 24.1 per cent of all employees reported in the latest survey, 22.4 per cent of the wage-earners and 32.8 per cent of the salaried personnel. These percentages reflect insignificant decreases from the proportions reported for November, 1947.

Women employed as wage-earners received, on the average, \$5.35 a week less than those defined as salaried workers.

There was a somewhat greater increase in the wages than in the salaries paid to women over the 11 months. Their average hourly earnings amounted to 63.6 per cent of men's hourly earnings, their average weekly wages to 56.7 per cent, and average weekly salaries to 49.2 per cent. The difference in percentage between the hourly and weekly figures for the women results from

* The survey includes all employees on the pay-lists of establishments usually employing 15 or more persons, with the exception of travelling salesmen, homeworkers, watchmen, charwomen and workers engaged on new construction. Proprietors or firm members and employees of separately organized sales offices were also excluded.

their shorter working time; the disparity between the proportions of women's weekly wages and their weekly salaries in relation to men's earnings is chiefly due to the influence of the comparatively high salaries of executive and administrative employees—mostly male—on the average earnings of the salaried personnel.

The 1948 statistics were collected for the last week in October, one month earlier than in the two preceding surveys. Except in a few seasonal industries, such as sawmill, food processing, and apparel manufacturing, the change in the period of the survey did not materially affect the comparability of the date, it is explained.

Increases in average wages were general throughout Canada in the 11-month period between the 1947 and 1948 surveys. Average weekly wages rose by 10.6 per cent for men and by 12.1 per cent for women. Upward adjustments of wage rates, often on an "across-the-board" basis, were chiefly responsible for the increases, although changes in levels of industrial activity for seasonal and other reasons, and other circumstances were contributing factors. The variations were smaller than in the preceding year, when men's weekly wages rose by 14.1 per cent and women's by 15.1 per cent over the figures reported in November, 1946. The average time worked by the wage-earners, and the proportions working hours longer or shorter than average remained, on the whole, substantially the same as in 1947.

Salaried personnel made up 16.7 per cent of the reported employees and were paid 20.5 per cent of the gross payrolls in 1948. Their average weekly earnings rose by 6.3 per cent from 1947, while wages rose by 10.9 per cent. In the preceding year, salaries had increased by 13.5 per cent and wages by 14.9 per cent. Men averaged \$63.48 a week in October, 1948—\$3.27 more than in November, 1947; in the previous year their weekly earnings had risen by \$7. The amounts of the increases in women's salaries in the same periods were appreciably smaller; they were paid \$31.26 a week in 1948 and \$28.68 in 1947. The average hours reported for salaried personnel of both sexes declined slightly from the 1947 levels.

Wage-Earners

Wage-earners, defined as production workers, route drivers and delivery men, maintenance and related employees, comprised 83.3 per cent of all persons reported in the 1948 survey. Male wage-earners made up 77.6 per cent of the total, 0.3 percentage points above the proportion in November, 1947. Among the 17 major

industrial divisions, the numbers of women wage-earners exceeded the numbers of men only in the clothing division, where they comprised 69.8 per cent of the reported workers.

The sex distribution of wage-earners varied provincially in accordance with the industrial activities represented in the different areas. The highest proportion of men was reported in British Columbia, where large numbers of wage-earners are employed in the lumber, iron and steel and other industries which utilize the services of few women. The general proportion of women employed as wage-earners in Quebec was substantially higher than in other provinces because of the importance of the textile, clothing, tobacco and other light industries, in which women constitute high percentages of the workers.

Average Earnings²

Reported earnings in manufacturing as a whole averaged 94.6 cents an hour and \$41.25 a week for both sexes, 102.3 cents an hour and \$45.73 a week for men, and 65.1 cents an hour and \$25.91 a week for women. These figures represent substantial increases over the levels reported in November, 1947, although the advances were smaller than in the preceding year. Both men and women employed in durable goods manufacturing were more highly paid and enjoyed somewhat greater increases in pay in the 11 months than those in the non-durable goods division.

Male workers in the motor vehicle manufacturing group received the highest average hourly pay of \$1.31 an hour, and those in pulp and paper mills received the highest average weekly pay, amounting to \$55.02. Among industries reporting more than 1,000 female wage-earners, women's average hourly and average weekly earnings were highest in the plants producing motor vehicle parts and accessories, where they received 87.2 cents an hour and \$35.23 a week, on the average, at the end of October, 1948. In this industry and in several others, the amounts of increases in hourly earnings since November, 1947, were the same for both men and women. Such "across-the-board" adjustments produced higher percentage increases in women's earnings than in men's, so that their wages constituted

² Manufacturers co-operating in the survey were asked to state the gross earnings of all reported wage-earners for part-time, full-time and overtime work in the week ending October 31, 1948, regardless of whether they were paid on a time, piece-work, commission or other basis. Incentive, production, cost-of-living and other bonuses earned in the week were included, as were payments to workers absent with pay during any part of the week.

TABLE A.—AVERAGE HOURLY EARNINGS REPORTED IN MANUFACTURING IN THE LAST WEEK IN OCTOBER, 1948, WITH PERCENTAGE INCREASES OVER THOSE FOR THE LAST WEEK IN NOVEMBER, 1947

Area or Group	Both Sexes			Men			Women		
	Average Hourly Earnings		Increase over November, 1947	Average Hourly Earnings		Increase over November, 1947	Average Hourly Earnings		Increase over November, 1947
	1948	1947		1948	1947		1948	1947	
	cents		p.c.	cents		p.c.	cents		p.c.
CANADA	94.6	85.1	11.2	102.3	92.1	11.1	65.1	58.2	11.9
Durable Goods.....	103.0	92.6	11.3	105.2	94.8	11.1	75.7	67.7	11.8
Non-Durable Goods.....	86.9	78.3	11.0	98.5	88.8	10.9	62.9	56.1	12.1
Nova Scotia.....	82.4	75.5	9.1	88.4	81.1	9.0	45.5	40.6	12.1
New Brunswick.....	82.5	73.9	11.6	88.4	79.5	11.2	52.6	47.7	10.3
Quebec.....	85.4	76.7	11.3	93.6	84.2	11.2	61.4	54.1	13.5
Ontario.....	99.9	89.7	11.4	107.3	96.6	11.1	69.2	62.2	11.3
Manitoba.....	91.0	82.0	11.0	98.6	88.1	11.9	61.5	57.0	7.9
Saskatchewan.....	93.3	84.5	10.4	96.6	87.5	10.4	66.9	62.3	7.4
Alberta.....	95.5	84.2	13.4	100.0	88.6	12.9	67.1	60.4	11.1
British Columbia.....	114.2	103.6	10.2	118.9	107.8	10.3	75.2	68.2	10.3

TABLE B.—AVERAGE WEEKLY WAGES REPORTED IN MANUFACTURING IN THE LAST WEEK IN OCTOBER, 1948, WITH PERCENTAGE INCREASES OVER THOSE FOR THE LAST WEEK IN NOVEMBER, 1947

Area or Group	Both Sexes			Men			Women		
	Average Weekly Wages		Increase over November 1947	Average Weekly Wages		Increase over November 1947	Average Weekly Wages		Increase over November 1947
	1948	1947		1948	1947		1948	1947	
	\$	\$	p.c.	\$	\$	p.c.	\$	\$	p.c.
Canada	41.25	37.19	10.9	45.73	41.35	10.6	25.91	23.11	12.1
Durable Goods.....	45.32	40.93	10.8	46.50	42.19	10.3	30.73	27.76	10.7
Non-Durable Goods.....	37.63	33.90	11.0	44.52	40.32	10.4	24.97	22.16	12.7
Nova Scotia.....	37.74	34.58	9.1	40.66	37.47	8.5	20.25	17.62	14.9
New Brunswick.....	38.03	33.55	13.4	41.55	37.05	12.1	22.04	19.22	14.7
Quebec.....	38.60	34.82	10.9	43.80	39.66	10.4	25.11	22.02	14.0
Ontario.....	42.86	38.57	11.1	47.10	42.70	10.3	26.92	24.13	11.2
Manitoba.....	39.22	35.59	10.2	43.48	39.20	10.9	24.35	22.63	7.6
Saskatchewan.....	40.12	36.63	9.5	42.12	39.16	7.6	26.09	25.10	3.9
Alberta.....	41.35	36.81	12.3	43.80	39.07	12.1	27.31	25.25	8.2
British Columbia.....	46.02	41.85	10.0	48.27	43.55	10.8	28.58	26.19	9.1

TABLE C.—AVERAGE WEEKLY SALARIES REPORTED IN MANUFACTURING IN THE LAST WEEK IN OCTOBER, 1948, WITH PERCENTAGE INCREASES OVER THOSE FOR THE LAST WEEK IN NOVEMBER, 1947

Area or Group	Both Sexes			Men			Women		
	Average Weekly Salaries		Increase over November 1947	Average Weekly Salaries		Increase over November 1947	Average Weekly Salaries		Increase over November 1947
	1948	1947		1948	1947		1948	1947	
	\$	\$	p.c.	\$	\$	p.c.	\$	\$	p.c.
Canada	52.91	49.78	6.3	63.47	60.21	5.4	31.26	28.68	9.0
Durable Goods.....	54.94	51.73	6.4	64.31	61.20	5.2	31.90	29.01	10.0
Non-Durable Goods.....	51.24	48.21	6.3	62.70	59.33	5.6	30.83	28.47	8.3
Nova Scotia.....	48.42	45.34	6.8	56.49	53.44	5.7	27.29	25.67	6.3
New Brunswick.....	46.70	44.59	4.7	55.94	53.56	4.4	26.86	24.78	8.4
Quebec.....	52.39	49.45	5.9	62.20	59.09	5.3	31.52	28.95	8.9
Ontario.....	53.63	50.46	6.3	65.20	62.01	5.2	31.40	28.84	8.9
Manitoba.....	49.68	46.07	7.8	58.98	54.62	8.0	28.21	26.07	8.2
Saskatchewan.....	44.90	41.95	7.0	54.52	50.47	8.0	28.25	25.90	9.1
Alberta.....	48.20	44.32	8.8	55.81	51.68	8.0	29.04	26.62	9.1
British Columbia.....	56.38	52.89	6.6	65.16	61.70	5.6	33.40	30.07	11.1

a somewhat higher proportion of men's wages than in 1947. In a few industries, the most important of which were fish canning and women's clothing manufacturing, women's hourly earnings rose by greater amounts than men's earnings. The most substantial advances in average hourly earnings in the 11 months were 20.8 cents to men and 18.1 cents to women engaged in tobacco products manufacturing and 15 cents to men in railroad shops.

Average Hours of Work

The average working time of the wage-earners reported did not vary significantly from the average recorded 11 months earlier. Men averaged 44.7 hours, and women 39.8 hours, as compared with 44.9 and 39.7 reported for November 30, 1947. The largest proportion of men, 19.4 per cent, was reported to have worked 45 to 47 hours in the week, and the second largest group, 13.9 per cent, worked 48 hours. Over 17 per cent of the female wage-earners, also the largest group, worked 45 to 47 hours, but only a small percentage worked 48 hours or longer.

In the three-year period covered by the surveys, there was a small increase in the proportions of wage-earners working 40 hours, and a slight decrease in the proportions working 48 hours. The percentage of women reported in each category did not differ appreciably from that of men, except in the 48-hour class. Average hours of men varied from 48.6 hours in pulp and paper mills to 40.3 hours in men's clothing factories. Among industries reporting more than 1,000 women as wage-earners, the average time of such workers ranged from 44.3 hours in rayon, nylon and silk textile mills to 34.6 hours in fruit and vegetable processing plants.

Salaried Employees

Salaried personnel reported in the survey comprised executive, managerial, supervisory, office, clerical and related staff. Working proprietors, firm members and travelling salesmen were excluded, as were all employees of separately-organized distributive units not properly classed as manufacturing concerns. Professional workers were usually classified as salaried personnel.

Salaried workers made up 16.7 per cent of the total number of employees reported. The proportions of salaried workers in relation to wage-earners varied considerably among the provinces, the variations being related to the scale of operation and the organization of the individual establishments.

The percentage of salaried women decreased slightly in Canada as a whole and in several provinces between November, 1947, and October, 1948. Differences in levels of activity in industries employing above- or below-average proportions of women and changes in classification of employees were largely responsible for these small variations.

Average Weekly Salaries

The reported salaries in leading manufacturing establishments in Canada were higher in the last week of October, 1948, than they were 11 months earlier, but the increases were not so large as in the year from November, 1946, to November, 1947. Unlike the preceding year, the general increases to the salaried personnel of each sex in 1948 were smaller than those to the wage-earners.

The general increase in women's salaries in the 11 months ending October 31, 1948, amounted to \$2.58 a week, as compared with \$3.26 in men's. (In 1947 women's salaries had risen by \$2.77 and men's by \$7.) The greater percentage gain to women in 1948 over 1947 resulted in an increase of 1.7 percentage points in the proportion that their salaries constituted of men's salaries. In comparing salaries of men and women, consideration must be given to several factors influencing their pay levels. In addition to occupational differences and pay differentials, the age of women employees tends to be lower than that of men, their rate of labour turnover is higher, and part-time work and absenteeism are more prevalent.

In all three years, leading manufacturers reported the highest salary levels for men in Ontario, British Columbia and Quebec, and for women in British Columbia, Quebec and Ontario.

While men generally received larger increases in the 11 months than women in the same industry, there were several instances where the rise in women's average weekly earnings exceeded that of male salaried workers. Several factors contributed in varying degree to this situation, among which may be mentioned (1) continuing increases in salaries of general office workers, while upward adjustments to executive and other senior personnel (mostly male) were less important than in 1947; (2) increases granted on an occupational basis, particularly where insufficient numbers of trained workers were available; (3) higher proportions of more experienced women office workers; and (4) greater activity of a seasonal character

in industries employing above-average numbers of women, such as the apparel and food processing groups.

Hours of Work

The hours reported for the salaried employees are less precise than those for the wage-earners, mainly because short absences and overtime frequently do not affect their earnings so that time records in hours are often lacking. In general, salaried personnel work fewer hours, on the average, than wage-earners in the same

establishments. Only in a few industries did the working time of the salaried staff exceed that of the wage-earners; instances were some food and beverage groups and apparel manufacturing, where the average hours of the wage-earners were comparatively low.

On the whole, there was little variation between the average hours of the salaried workers reported in 1947 and 1948. In most provinces, their hours declined slightly, but nowhere did the difference amount to as much as an hour.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index rose 0.9 point between September 1 and October 2 to reach 170.7. At January, the index stood at 161.0 and the October, 1949 figure was 162.2. In contrast to the past few months, groups other than food accounted for most of the increase. The food index recorded an advance of 1.3 points to 220.1 reflecting increases for eggs, butter, milk, coffee and fruits. Reversing a January-September trend, meat prices declined slightly while fresh vegetables also moved lower. The clothing index rose from 182.3 to 183.5 largely as a result of higher prices for fall and winter items and footwear. Slight increases throughout the home furnishings and services group advanced this index 1.6 points to 172.7. The index of miscellaneous items moved from 132.8 to 133.3 following increases in tires, barbers' fees and certain drug items. Higher prices for coal and coke resulted in a slight gain in the fuel and light index from 140.8 to 141.0. Rents were not surveyed during October, and the index remained at 135.5.

Between August, 1939 and October, 1950, the cost-of-living index advanced 69.3 per cent.

Cost of Living in Eight Cities

Regional city cost-of-living indexes registered advances during August, with the exception of Edmonton. For this city a sharp seasonal drop in potatoes and other fresh vegetables was sufficient to offset higher prices for meats, coffee, sugar and butter. At other centres, food prices were higher although considerable variation was noted. Clothing was up at all centres as was home furnishings and services. Fuel

costs were higher at most centres. The quarterly survey of rents revealed advances in six of the eight centres—Saint John and Saskatoon remaining unchanged. A general increase in automobile tires was reflected in advances in the miscellaneous items indexes.

Composite city index increases between August 1 and September 1 were as follows: Montreal 2.4 to 174.7; Toronto 1.7 to 166.1; Halifax 1.4 to 160.3; Winnipeg 1.2 to 164.3; Vancouver 1.2 to 170.8; Saint John 1.1 to 166.0; Saskatoon 0.6 to 167.8. Edmonton remained at 165.0. In the same period, the Dominion index rose 1.3 to 168.5.

Wholesale Prices, August, 1950

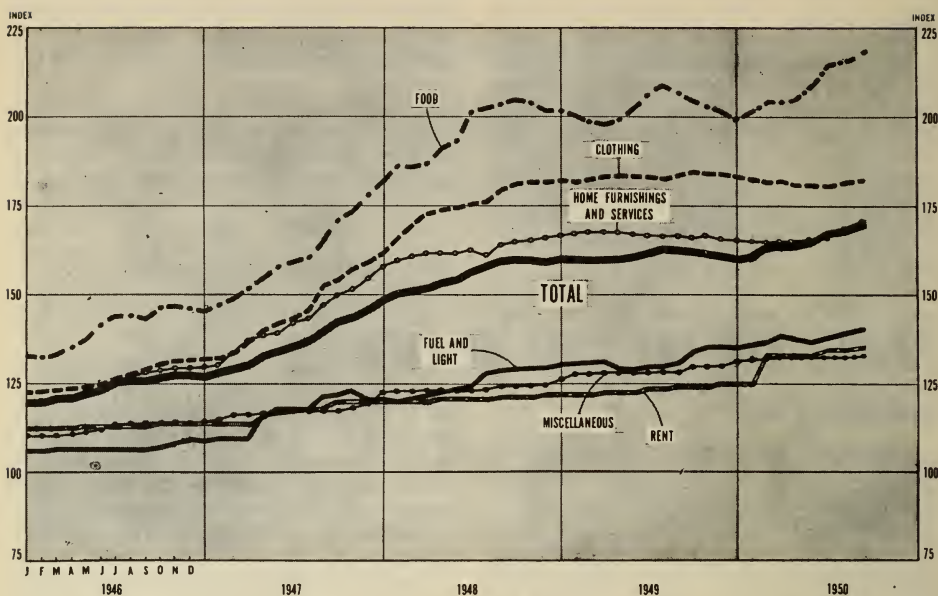
The general index of wholesale prices moved up 1.6 points between July and August, 1950, to a new all-time high of 168.5. Of the eight major groups, six recorded increases in this period and two were unchanged. The most substantial group increase was shown by Textile Products which advanced 7.1 points to 172.7. Non-ferrous Metals and Chemical Products followed with equal gains of 3.7 points which brought the Non-ferrous Metals index to 162.8 and the Chemical Products index to 122.3. Animal Products increased by 2.1 points to 179.9 and Non-metallic Minerals edged up one-tenth of a point to 140.8. Vegetable Products and Iron Products remained unchanged at July levels of 150.1 and 182.5 respectively.

Important commodity price increases were recorded between July and August for the following: tallow 50.0 per cent, lard (average) 37.3 per cent, worsted yarn, 2 ply 18's, 35.4 per cent, raw rubber 31.5 per cent, calf skins 28.6 per cent, raw sugar 25.3 per cent, canned peas

* See Tables F-1 to F-6.

COST OF LIVING IN CANADA FROM JANUARY, 1946

(1935-39=100)



25.0 per cent, raw wool, eastern bright, 22.8 per cent, automobile tires 20.7 per cent, pepper 15.3 per cent, glycerine 15.1 per cent, wool cloth 14.9 per cent, cocoa beans (African) 14.7 per cent. Among commodity declines recorded in the same period were: potatoes 19.5 per cent, onions, Toronto, 16.7 per cent, oats, No. 1 feed 10.4 per cent, lemons 9.8 per cent, rolled oats 8.3 per cent, lambs 8.1 per cent, barley, No. 2 feed 7.6 per cent, canned tomatoes 6.7 per cent, halibut 6.7 per cent, beef carcass, cow, Montreal 5.8 per cent.

The Canadian Farm Products index of prices at wholesale declined 12.3 points to 141.9 between July and August. A sharp drop of 20.7 points in Field Products to 105.7 was due largely to lower initial payment prices to producers for grains which became effective August 1, although seasonal decreases in potatoes and onions also contributed to the downward movement. The Animal Products Index rose 1.8 points to 202.6 when higher prices for raw wool, hides and skins, fowl and eggs outweighed a small recession in livestock prices.

STRIKES AND LOCKOUTS*

Canada, September, 1950

There was a slight increase in the number of new work stoppages during the month, as compared with August. However the number of workers involved and the time loss declined sharply from the August totals, which were swollen by the trans-Canada strike of 125,000 non-operating railway workers which caused a time loss of a million days. In September, 1949, with about the same number of stoppages as in the month under review, the time loss was almost double.

Preliminary figures for September, 1950, show 20 strikes and lockouts in existence, involving 15,902 workers, with a time loss of 38,376 man-working days, as compared with 19 strikes and lockouts in August, involving 129,787 workers and a loss of 1,053,000 days. In September, 1949, there were 25 strikes and lockouts, with 8,588 workers involved and a loss of 67,933 days.

* See Tables G-1 and G-2.

For the first nine months of this year preliminary figures show 110 strikes and lockouts, involving 162,247 workers and a loss of 1,301,698 days. In the same period in 1949 there were 105 strikes and lockouts, with 38,520 workers involved and a loss of 833,946 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in September, 1950, was 0.05 per cent of the estimated working time; 1.26 per cent in August, 1950; 0.08 per cent in September, 1949; 0.17 per cent for the first nine months of 1950; and 0.11 per cent for the first nine months of 1949.

Of the 20 strikes and lockouts in existence during the month, one was settled in favour of the workers, three in favour of the employers, five were compromise settlements, and four were indefinite in result,

work being resumed pending final settlement. At the end of the month seven work stoppages were unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: composers, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; textile products factory workers at St. Lambert, P.Q., August 29, 1949; printers at St. John's, Newfoundland, May 22, 1950; and department store clerks at New Westminster, B.C., August 27, 1949.

Great Britain and other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1950, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in July, 1950, was 77 and 13 were still in progress from the previous month, making a total of 90 during the month. In all stoppages of work in progress in the period there were 43,500 workers involved and a time loss of 249,000 working days was caused.

Of the 77 disputes leading to stoppages of work which began in July, five, directly involving 27,200 workers, arose out of demands for advances in wages, and 25,

directly involving 1,400 workers, on other wage questions; nine, directly involving 1,300 workers, on questions respecting the employment of particular classes or persons; 33, directly involving 4,800 workers on other questions respecting working arrangements; two, directly involving 500 workers on questions of trade union principle; and three, directly involving 200 workers, were in support of workers involved in other disputes.

New Zealand

For the first quarter of 1950, figures show 28 strikes, involving, directly and indirectly, 10,604 workers and causing a time loss of 14,077 man-days.

United States

Preliminary figures for August, 1950, show 560 strikes and lockouts beginning in the month, in which 350,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,900,000 man-days. Corresponding figures for July, 1950, are 425 strikes and lockouts, involving 225,000 workers with a time loss of 2,900,000 days.

SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR*

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Atomic Power

1. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Mobilizing for Atomic War*. New York, 1950. Pp. 64.

2. STRAUS, DONALD B. *The Development of a Policy for Industrial Peace in Atomic Energy*. Washington, National Planning Association, 1950. Pp. 104.

Biography

3. DREIER, MARY ELISABETH. *Margaret Dreier Robins; Her Life, Letters and Work*. New York, Island Press Cooperative, Inc., 1950. Pp. 278.

4. MADISON, CHARLES ALLAN. *American Labor Leaders; Personalities and Forces in the Labor Movement*. New York, Harper and Brothers, 1950. Pp. 474.

Collective Bargaining

5. COLLECTIVE BARGAINING AND PENSIONS CONFERENCE, CINCINNATI, 1950. *Transcription of Proceedings, March 29, 1950*. Columbus, Ohio Chamber of Commerce, 1950. Pp. 62.

6. CONFERENCE ON THE ECONOMIC ASPECTS OF INDUSTRIAL RELATIONS. *1st, MONTREAL, 1949. Report*. Montreal, Industrial Relations Section, University of Montreal, 1949. Pp. 110.

7. MIMS, HENRY N. *Analysis of 31 Southern Textile Labor Contracts*, by Henry N. Mims and Guy B. Arthur, Jr., Toccoa, Ga., Management Evaluation Services, Inc., 1949. Pp. 112.

8. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Collectively Bargained Pension Plans in New York State*. New York, 1950. Pp. 65.

Economic Conditions

9. CALIFORNIA INSTITUTE OF TECHNOLOGY. INDUSTRIAL RELATIONS SECTION. *The Expanding Role of Government and Labor*

in the American Economy; an Address Presented under the Auspices of the Industrial Relations Section, California Institute of Technology, January 30, 1950, by Waldo E. Fisher. Pasadena, 1950. Pp. 26.

10. HELINE, OSCAR. *A Framework for Long-Range Agricultural Policy*, by Oscar Heline and Donald R. Kaldor. Washington, National Planning Association, 1950. Pp. 68.

11. JENNINGS (SIR) WILLIAM IVOR. *The Economy of Ceylon*. Madras, Geoffrey Cumberlege, Oxford University Press, 1948. Pp. 224.

12. NATIONAL FORUM OF LABOR, AGRICULTURE, AND INDUSTRY. *A Balanced Economy in the Readjustment Period*; Annual Proceedings of the Fourth National Forum of Labor, Agriculture, and Industry, Laramie, Wyoming, August 2, 3, 4, 1948. Laramie, Wyo., University of Wyoming, 1948. Pp. 147.

13. NATIONAL FORUM OF LABOR, AGRICULTURE, AND INDUSTRY. *Keeping Our Economy on an Even Keel*; Annual Proceedings of the Fifth National Forum of Labor, Agriculture, and Industry, Laramie, Wyoming, August 15, 16, 17, 1949. Edited by Gerald Jenny. Laramie, Wyo., University of Wyoming, 1949. Pp. 212.

14. UNITED NATIONS. ECONOMIC AND SOCIAL COUNCIL. ECONOMIC COMMISSION FOR LATIN AMERICA. *The Economic Development of Latin America and Its Principal Problems*, by Raul Prebisch. Lake Success, New York, United Nations, Department of Economic Affairs, 1950. Pp. 59.

15. UNITED NATIONS. ECONOMIC SURVEY MISSION FOR THE MIDDLE EAST. *Final Report*; An Approach to Economic Development in the Middle East. Lake Success, 1949. 2 volumes.

16. UNITED NATIONS. SECRETARIAT. STATISTICAL OFFICE. *National Income Statistics, 1938-1948*. Lake Success, New York, 1950. Pp. 249.

17. VINER, JACOB. *The Customs Union Issue*. New York, Carnegie Endowment for International Peace, 1950. Pp. 221.

Employees, Rating Of

18. GEORGE, WILLIAM V. *Rating Employee Performance*. University, Miss., University of Mississippi, 1950. Pp. 16.

19. OLSON, GOTTFRID. *Occupational Rating Simplified for Foundries (Also Merit Rating)*. Chicago, National Founders Association, 1946. Pp. 61.

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20. RICE, A. K. *Assessing the Job*. London, Industrial Welfare Society, 1947. Pp. 40.

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21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Recognition for Long Service; Non-monetary Awards, Extra Privileges, Monetary Awards, Increased Job Security*, by Harold Stieglitz. New York, 1950. Pp. 36.

22. *Code of Federal Regulations, Containing a Codification of Documents of General Applicability and Future Effect as of December 31, 1948; With Ancillaries and Index*. Washington, G.P.O., 1949. Title 20—Employees' Benefits. Pp. 356.

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23. CENTRAL ONTARIO INDUSTRIAL RELATIONS INSTITUTE. *Summary of the Minutes of the Seventh Annual Meeting*. Your Industrial Relations. Toronto, 1949. Pp. 10.

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25. INDUSTRIAL WELFARE SOCIETY. *Personnel Records*. London, 1948. Pp. 23.

26. MISSOURI. UNIVERSITY. INDUSTRIAL MANAGEMENT CONFERENCE. *Proceedings*. Columbia, Missouri, 1949. Pp. 164.

Selected Papers:

Hidden Payroll—Non-Wage Labor Costs of Doing Business, by Ben F. McClancy.

Communicating Management Techniques to Foremen and the Supervisors, by S. A. Peck.

Collective Bargaining Techniques, by Leonard Smith.

Arbitration Know-How, by John L. Waddleton.

27. ULRICH, DAVID NORMAN. *Management Behaviour and Foreman Attitude; A Case Study*, by David N. Ulrich, Donald R. Booz, and Paul R. Lawrence. Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1950. Pp. 56.

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28. HAMMOND, J. LAWRENCE LEBRETON. *The Town Labourer, 1760-1832—The New Civilization*, by J. L. Hammond and Barbara Hammond. London, Published for The British Publishers Guild Limited by Longmans, Green and Co., Ltd., 1949. 2 volumes.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1950		1949	1948	1944	1939
	Sept.	Aug.	Aug.	Aug.	Aug.	Aug.
Labour Force—						
Civilian labour force ⁽¹⁾ 000		4,933	5,121	5,030	†	†
Persons with jobs ⁽¹⁾ 000		4,793	5,018	4,948	†	†
Male ⁽¹⁾ 000		3,750	3,918	3,876	†	†
Female ⁽¹⁾ 000		1,043	1,100	1,072	†	†
Paid workers ⁽¹⁾ 000		3,386	3,496	3,364	†	†
Persons without jobs and seeking work ⁽¹⁾ 000		140	103	82	†	†
Index of employment, 8 leading industries ⁽²⁾		204.1	200.5	200.9	184.3	117.5
Unemployment in trade unions ⁽³⁾%		3.1	1.8	1.3	0.3	11.6
Immigration.....No.		5,210	7,851	10,958	1,207	1,941
Adult males.....No.		1,995	3,057	4,995	218	533
Earnings and Hours—						
Total labour income.....\$000,000			658	614	†	†
Per capita weekly earnings, 8 leading industries..\$		45.26	43.01	40.66	31.63	†
Average hourly earnings, manufacturing.....cents		104.3	98.8	92.7	†	†
Average hours worked per week, manufacturing.....		42.6	41.9	42.1	†	†
Real weekly earnings, manufacturing ⁽⁴⁾		107.6	104.0	101.4	†	†
National Employment Service—						
Live Applications for employment 1st of month ⁽⁵⁾	151.6	157.3	139.2	96.3	59.8	†
Unfilled vacancies (1st of month) ⁽⁶⁾	46.2	40.0	37.4	50.2	183.7	†
Placements, weekly average.....		17.1	14.8	15.1	†	†
Unemployment Insurance—						
Ordinary live claims.....000	98.9	92.5	79.9	48.5	4.5	†
Balance in fund.....\$000,000		603.4	560.3	481.6	222.4	†
Price Indexes—						
Wholesale ⁽²⁾		168.5	155.4	158.3	102.3	72.3
Cost of living index ⁽²⁾	169.8	168.5	162.8	157.5	118.9	100.8
Residential building materials ⁽⁵⁾		247.6	226.3	219.7	(7)146.6	(7)102.3
Production—						
Industrial production index ⁽⁵⁾		192.7	178.5	175.6	192.7	109.5
Mining production index ⁽⁵⁾			131.0	123.1	102.7	128.3
Manufacturing index ⁽⁵⁾		199.9	186.5	184.7	219.5	106.2
Electric power.....000,000 k.w.h.		4,191	3,798	3,687	3,275	2,293
Construction—						
Contracts awarded.....\$000,000		144.5	90.7	91.7	24.2	25.8
Dwelling units, started.....000			8.5	11.0	†	†
Completed.....000			9.1	7.0	†	†
Under construction.....000			58.2	55.7	†	†
Pig iron.....000 tons		201.8	180.1	191.4	151.5	65.9
Steel ingots and castings.....000 tons		281.3	248.7	263.1	246.8	122.0
Inspected slaughtering, cattle.....000		107.5	128.6	121.8	116.7	74.4
Hogs.....000		271.7	242.5	214.6	451.8	267.3
Flour production.....000,000 bbls.		1.71	1.71	1.61	2.02	1.38
Newsprint.....000 tons			446.8	389.1	262.3	237.0
Cement producers' shipments.....000,000 bbls		1.6	1.7	1.4	(9)0.9	(9)0.8
Automobiles and trucks.....000		24.3	20.5	17.0	13.8	3.5
Gold.....000 fine oz			359.1	305.5	237.6	449.1
Copper.....000 tons			22.8	18.1	22.4	27.5
Lead.....000 tons			12.7	16.9	9.2	16.9
Nickel.....000 tons			8.9	9.0	11.9	10.1
Zinc.....000 tons			25.7	20.5	22.4	19.8
Coal.....000 tons	1,495	1,051	1,278	1,384	1,377	1,285
Crude petroleum.....000 bbls			1,971	1,245	828	795
Distribution—						
Wholesale sales index, unadjusted ⁽⁵⁾		369.5	317.2	296.7	199.2	115.2
Retail sales.....\$000,000			644.2	599.8	†	†
Imports, excluding gold.....\$000,000	280.4	267.3	212.1	206.5	157.3	62.7
Exports, excluding gold.....\$000,000	279.1	257.1	251.7	224.1	257.0	75.6
Railways—						
Revenue freight, ton miles.....000,000			4,381	4,663	5,947	2,774
Car loadings, revenue freight.....000	363.0	275.0	351.0	344.0	318.0	229.0
Banking and Finance—						
Common stocks, index ⁽⁵⁾	141.5	135.7	108.2	113.6	86.8	85.8
Preferred stocks, index ⁽⁵⁾		155.6	140.4	146.4	125.9	97.7
Bond yields, Dominion index ⁽⁵⁾	89.8	90.5	92.7	96.2	97.0	98.6
Cheques cashed, individual accounts.....\$000,000		7,558	6,447	5,740	4,532	2,390
Bank loans, current public.....\$000,000		2,294	2,060	1,878	966	82.6
Money supply.....\$000,000		4,691	4,188	4,048	(7)3,153	(7)1,370
Circulating media in hands of public.....\$000,000		1,159	1,155	1,135	925	(7)281
Deposits.....\$000,000		3,532	3,033	2,913	(7)2,163	(7)1,089

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available.

(1) Labour Force survey figures given are as at June 3, 1950, June 4, 1949, June 5, 1948, All figures for June 1950 exclude Manitoba.

(2) Average 1926=100.

(3) Figures are as at end of quarter ending June 30, 1950, 1949, 1948, 1944, 1939 respectively.

(4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100.

(5) Average 1935-39=100.

(6) Newfoundland is included after April 1, 1949.

(7) Year end figures.

(8) Figures for 1939-44 are production data rather than shipments

A—Labour Force

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—Total.....	27,281	24,787	12,059	64,127
1948—January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
Total.....	39,044	32,957	23,216	95,217
1950—January.....	1,234	1,414	1,062	3,710
February.....	1,906	1,676	1,377	4,959
March.....	2,284	1,862	1,655	5,801
April.....	2,922	2,331	2,262	7,515
May.....	3,655	2,611	2,096	8,362
June.....	2,899	2,354	1,686	6,939
July.....	3,053	2,003	1,668	6,724
August.....	1,995	1,883	1,332	5,210
Total (8 months 1950).....	19,948	16,134	13,138	49,220
Total (8 months 1949).....	30,124	24,332	17,519	71,975

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,325
December.....	102	848	2,645	1,134	435	5,164
Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—January.....	115	641	1,988	703	263	3,710
February.....	127	874	2,694	779	485	4,959
March.....	145	1,103	3,049	1,063	441	5,801
April.....	257	1,033	3,838	1,811	576	7,515
May.....	261	1,658	4,209	1,652	582	8,362
June.....	212	1,027	3,672	1,477	551	6,939
July.....	215	1,218	3,606	1,074	611	6,724
August.....	186	1,023	2,556	914	531	5,210
Total (8 months 1950)...	1,518	8,577	25,612	9,473	4,040	49,220
Total (8 months 1949)...	2,029	13,364	37,035	13,729	5,818	71,975

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
December.....	1,016	228	397	180	132	1,953
Total.....	18,118	5,938	8,336	2,998	3,654	39,044
1950—January.....	483	152	278	180	141	1,234
February.....	970	252	386	160	138	1,906
March.....	1,162	278	492	181	171	2,284
April.....	1,773	239	522	216	172	2,922
May.....	2,224	407	586	266	172	3,655
June.....	1,400	568	494	238	199	2,899
July.....	1,893	323	433	220	184	3,053
August.....	896	242	403	232	222	1,995
Total (8 months 1950)...	10,801	2,461	3,594	1,693	1,399	19,948
Total (8 months 1949)...	14,563	4,658	6,312	2,114	2,477	30,124

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

	Agriculture Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1948—Average.....	52	202	40	154	126	20	593
1948—April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642
1950—January.....	43	213	37	166	140	22	620
February.....	43	216	37	166	141	21	625
March.....	41	218	39	168	145	22	633
April.....	41	219	41	171	148	22	642
May.....	45	221	48	175	148	22	659
June.....	50	229	52	180	149	23	683
July.....	52	231	54	182	148	24	691

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

SOURCE: *The Employment Situation, D.B.S.*

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At August 1, 21,608 employers in the eight leading industries reported a total employment of 2,140,507 and total payrolls of \$96,882,763.

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.					
				Employment			Payrolls		
	Aug. 1 1950	July 1 1950	Aug. 1 1949	Aug. 1 1950	July 1 1950	Aug. 1 1949	Aug. 1 1950	July 1 1950	Aug. 1 1949
(a) PROVINCES	\$	\$	\$						
Maritime Provinces	39.28	38.89	37.63	121.1	121.6	124.0	216.9	215.6	212.8
Prince Edward Island.....	35.29	35.56	35.11	174.9	167.6	147.2	281.7	272.1	237.7
Nova Scotia.....	39.77	39.69	37.80	113.4	111.2	121.4	199.2	194.9	202.6
New Brunswick.....	38.87	38.06	37.51	131.1	136.3	127.3	244.2	248.7	229.3
Quebec	43.15	43.04	41.17	127.5	126.0	126.8	229.4	226.2	217.8
Ontario	47.07	46.93	44.42	131.9	131.6	127.4	229.5	228.4	208.7
Prairie Provinces	44.66	44.69	43.25	147.7	145.3	144.7	249.2	245.3	236.2
Manitoba.....	44.25	44.22	42.98	137.3	136.2	136.9	229.3	227.4	222.1
Saskatchewan.....	43.14	43.35	42.21	135.6	133.0	133.2	225.4	222.2	216.7
Alberta.....	45.87	45.90	44.10	169.7	165.5	162.5	290.9	284.0	267.4
British Columbia	48.53	48.45	46.08	158.9	154.5	157.6	271.2	263.2	254.8
CANADA	45.26	45.13	43.01	133.7	132.5	131.3	234.7	232.1	218.9
(b) CITIES									
Montreal.....	43.71	43.73	41.61	134.5	135.4	133.2	229.3	230.8	216.2
Quebec.....	37.64	36.93	35.74	123.1	120.7	124.8	224.2	215.5	216.3
Toronto.....	46.60	46.67	43.96	137.2	138.4	131.7	238.8	241.1	216.1
Ottawa.....	39.43	39.16	38.02	134.9	135.1	134.3	229.8	228.6	220.4
Hamilton.....	49.05	48.93	46.34	126.9	127.5	124.6	225.4	226.1	209.5
Windsor.....	56.98	57.18	50.90	134.6	132.9	128.6	206.6	204.6	175.9
Winnipeg.....	41.02	41.04	39.53	136.7	136.8	138.1	219.8	220.1	214.1
Vancouver.....	46.93	46.56	44.58	162.4	160.7	164.1	286.7	281.7	274.1
Halifax.....	37.06	36.40	35.60	129.2	126.6	130.0	209.6	201.7	201.7
Saint John.....	37.43	37.13	35.93	114.6	113.5	123.5	199.6	196.1	206.9
Sherbrooke.....	38.12	37.16	35.93	119.3	117.6	115.4	219.6	211.0	199.7
Three Rivers.....	43.72	42.55	41.81	143.8	142.6	141.2	242.5	233.9	227.5
Brantford.....	45.77	44.81	42.88						
Kitchener—Waterloo.....	43.41	43.14	39.91	139.4	138.9	135.7	267.0	264.3	238.9
London.....	44.13	43.95	40.73	161.1	158.3	153.5	279.9	273.9	245.7
Fort William—Port Arthur.....	47.49	46.65	45.46	80.2	78.0	80.9	146.4	139.7	138.8
St. Catharines ¹	52.13	53.37	49.25						
Regina.....	40.05	40.41	38.54	135.6	137.5	133.7	232.0	237.4	219.0
Saskatoon.....	38.52	38.48	38.28	159.9	158.9	155.7	282.3	280.2	271.8
Calgary.....	43.69	43.42	42.07	156.4	155.2	149.8	271.1	267.3	249.3
Edmonton.....	42.49	42.52	40.91	204.8	200.8	182.9	353.5	346.8	301.8
Victoria.....	44.72	44.84	42.11	157.0	154.4	155.9	277.6	273.8	259.7
(c) INDUSTRIES									
Manufacturing.....	46.78	46.73	44.04	124.6	123.8	122.9	224.6	222.9	208.5
Durable Goods ²	49.95	49.89	46.90	119.6	118.1	116.9	212.7	209.9	195.2
Non-Durable Goods.....	43.53	43.51	41.15	126.9	126.9	126.2	234.6	234.5	220.3
Electric Light and Power.....	51.20	51.37	48.19	177.3	173.0	175.2	288.6	282.5	268.4
Logging.....	42.36	41.32	41.06	123.8	123.0	105.3	261.7	253.5	214.9
Mining.....	54.81	54.03	51.42	109.2	108.9	103.5	187.1	184.0	166.6
Communications.....	42.51	42.47	40.71	220.5	216.8	206.9	337.9	332.0	305.1
Transportation.....	53.19	52.90	51.52	146.5	143.7	147.5	237.8	232.1	231.8
Construction and Maintenance.....	42.96	43.15	41.14	145.5	142.0	146.4	271.3	265.9	261.4
Services ³	29.05	29.26	27.90	155.1	153.4	158.1	272.4	271.3	263.4
Trade.....	39.41	39.15	37.52	149.0	149.7	145.2	245.8	245.3	228.4
Eight Leading Industries	45.26	45.13	43.01	133.7	132.5	131.3	234.7	232.1	218.9
Finance.....	42.63	42.81	41.50	153.3	152.9	145.3	225.1	225.5	207.9
Nine Leading Industries	45.15	45.04	42.95	134.4	133.3	131.8	234.3	231.8	218.4

¹Includes Welland, Thorold, and Merriton. ²This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4, with the exception of electric light and power. ³Consisting almost entirely of hotels and restaurants, and laundries and dry-cleaning plants.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base:—June 1, 1941=100) (The latest figures are subject to revision) SOURCE: *The Employment Situation*, D.B.S.

Year and Month			Eight Leading Industries				Manufacturing			
			Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
			Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
						\$				\$
June 1, 1941			100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
Aug. 1, 1946			113.2	143.1	129.3	32.64	109.6	137.5	127.7	32.66
Aug. 1, 1947			126.1	178.6	144.7	36.53	120.5	171.5	144.6	36.97
Aug. 1, 1948			131.6	207.2	161.0	40.66	122.9	196.1	162.1	41.45
Aug. 1, 1949			131.3	218.9	170.3	43.01	122.9	208.5	172.2	44.04
Sept. 1, 1949			132.4	222.0	171.4	43.27	124.5	212.1	172.9	44.20
Oct. 1, 1949			132.4	223.8	172.5	43.55	124.2	214.4	175.4	44.84
Nov. 1, 1949			132.3	224.8	173.5	43.80	122.9	213.6	176.4	45.10
Dec. 1, 1949			132.2	224.7	173.5	43.81	121.7	212.9	177.5	45.38
Jan. 1, 1950			127.0	208.9	167.8	42.38	118.9	199.8	170.6	43.62
Feb. 1, 1950			122.6	209.2	174.2	43.99	118.4	207.2	177.7	45.43
Mar. 1, 1950			122.2	212.1	177.2	44.74	118.9	210.0	179.3	45.85
April 1, 1950			123.1	214.2	177.7	44.88	119.3	212.3	180.7	46.20
May 1, 1950			123.6	215.7	178.2	44.99	119.5	213.4	181.2	46.33
June 1, 1950			128.6	222.6	176.6	44.59	121.5	215.9	180.3	46.11
July 1, 1950			132.5	232.1	178.7	45.13	123.8	222.9	182.8	46.73
Aug. 1, 1950			133.7	234.7	179.2	45.26	124.6	224.6	182.9	46.78

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average calendar year 1926=100) (The latest figures are subject to revision) SOURCE: *The Employment Situation*, D.B.S.

		Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Aug. 1, 1934		99.9	101.3	.....	.....	.....	94.9	106.0	93.0	.....	.....	.....	97.6
Aug. 1, 1935		101.1	106.7	.....	.....	.....	97.2	102.4	98.7	.....	.....	.....	106.8
Aug. 1, 1936		105.6	113.9	.....	.....	.....	101.3	107.1	103.9	.....	.....	.....	107.9
Aug. 1, 1937		120.0	134.3	82.5	131.5	140.8	120.8	122.2	105.6	99.0	118.8	107.1	116.9
Aug. 1, 1938		112.1	112.6	99.2	118.3	106.6	117.8	111.2	104.9	97.3	116.1	109.2	107.1
Aug. 1, 1939		117.5	115.6	111.0	124.2	105.4	126.4	114.2	109.4	99.4	123.5	115.6	117.0
Aug. 1, 1940		127.9	124.5	110.6	135.5	111.9	130.6	132.8	114.9	106.9	119.7	123.9	119.0
Aug. 1, 1941		160.6	164.2	134.6	184.5	140.7	167.6	166.3	135.6	130.9	134.2	143.8	146.6
Aug. 1, 1942		177.8	170.4	111.8	193.3	145.6	191.4	181.5	143.5	138.0	137.5	156.0	175.3
Aug. 1, 1943		185.9	194.6	120.9	224.9	160.7	200.9	184.9	145.1	140.4	138.8	156.4	195.8
Aug. 1, 1944		184.3	185.8	138.0	200.7	169.8	197.7	185.0	151.6	145.5	148.1	163.3	185.7
Aug. 1, 1945		175.0	176.4	127.9	192.9	158.2	181.6	177.9	147.5	141.3	144.4	158.9	180.1
Aug. 1, 1946		172.8	168.4	142.4	177.1	158.8	177.5	174.8	161.0	150.4	156.5	179.9	170.4
Aug. 1, 1947		192.6	183.9	157.0	188.2	180.1	195.0	196.7	172.1	159.1	167.5	194.8	204.2
Aug. 1, 1948		200.9	190.0	161.4	196.8	183.0	206.3	203.3	179.5	165.9	169.7	206.7	212.6
Aug. 1, 1949		200.5	188.9	157.6	203.8	171.7	199.4	205.5	185.6	170.7	169.7	218.6	212.6
Sept. 1, 1949		202.1	190.4	165.3	205.7	172.1	199.5	208.3	186.6	171.7	169.9	220.0	215.1
Oct. 1, 1949		202.2	192.0	165.9	208.8	172.0	199.5	209.2	185.9	173.6	170.8	214.3	211.9
Nov. 1, 1949		202.0	188.6	165.0	206.1	167.5	202.0	208.6	185.2	173.1	171.8	212.3	208.7
Dec. 1, 1949		201.8	193.7	171.4	208.0	176.6	201.9	208.7	184.5	172.0	170.8	212.4	203.2
Jan. 1, 1950		194.0	172.9	157.7	173.7	172.9	191.4	205.1	178.3	166.5	160.5	207.7	193.2
Feb. 1, 1950		187.2	165.5	148.2	168.3	163.1	185.8	201.0	168.9	159.5	145.4	198.4	174.9
Mar. 1, 1950		186.6	162.3	141.6	165.3	159.8	183.8	200.3	167.7	157.3	144.8	198.3	181.9
Apr. 1, 1950		187.9	163.5	147.9	167.0	160.0	184.8	200.5	168.6	157.3	146.2	200.5	189.8
May 1, 1950		188.7	159.2	150.9	162.5	155.4	185.4	201.0	170.8	158.4	149.5	203.3	195.4
June 1, 1950		196.4	174.6	167.3	180.1	168.1	193.0	207.1	178.5	160.9	164.6	214.3	203.7
July 1, 1950		202.3	185.3	179.5	186.7	183.9	198.2	212.3	186.4	169.8	169.4	222.6	208.4
Aug. 1, 1950		204.1	184.6	187.3	190.4	176.8	200.5	212.7	189.5	171.2	172.7	223.2	214.4
Relative Weight of Employment by Provinces and Economic Areas as at August 1, 1950.....		100.0	6.8	0.2	3.8	2.8	28.6	42.4	12.5	5.4	2.4	4.8	9.8

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.					
				Employment			Payrolls		
	Aug. 1 1950	July 1 1950	Aug. 1 1949	Aug. 1 1950	July 1 1950	Aug. 1 1949	Aug. 1 1950	July 1 1950	Aug. 1 1949
	\$	\$	\$						
Manufacturing	46.78	46.73	44.04	124.6	123.8	122.9	224.6	222.9	208.5
Animal products—edible.....	43.95	44.31	42.42	150.5	144.9	149.2	261.9	254.1	249.1
Fur and products.....	43.48	43.48	40.07	139.7	137.1	137.7	225.2	220.8	206.3
Leather and products.....	33.36	32.95	32.15	100.9	98.4	108.6	178.8	172.3	184.4
Boots and shoes.....	32.12	31.50	30.86	101.0	97.6	111.1	182.7	173.0	193.0
Lumber and its products.....	41.67	41.37	39.02	134.7	131.8	128.1	258.1	250.6	231.0
Rough and dressed lumber.....	43.04	42.65	40.23	136.3	132.2	126.5	274.5	264.0	239.2
Furniture.....	39.96	40.08	38.02	162.2	160.7	153.3	236.2	234.7	214.1
Other lumber products.....	38.20	37.83	35.77	108.8	107.9	115.2	224.4	220.4	222.7
Plant products—edible.....	37.99	38.52	36.55	151.2	145.8	145.7	253.4	247.7	235.7
Pulp and paper products.....	53.67	53.41	49.79	145.8	145.5	141.9	263.8	262.1	235.2
Pulp and paper.....	61.57	60.89	56.69	134.9	133.1	134.3	263.1	256.8	241.2
Paper products.....	43.55	43.70	40.20	170.7	174.4	164.9	307.2	314.9	273.6
Printing and publishing.....	49.59	49.83	46.24	150.1	150.2	143.3	249.9	251.2	222.1
Rubber products.....	48.61	48.26	44.00	128.1	127.6	122.1	265.6	262.7	229.1
Textile products.....	35.66	35.57	34.17	110.9	113.6	112.4	206.4	210.9	200.7
Thread, yarn and cloth.....	39.09	39.00	37.41	110.1	111.8	109.2	228.0	230.8	216.1
Cotton yarn and cloth.....	38.49	38.40	36.29	97.2	97.5	91.4	193.9	194.1	171.9
Woolen yarn and cloth.....	37.29	37.63	37.42	97.1	98.6	100.1	203.4	208.2	209.4
Synthetic silk and silk goods.....	41.22	40.89	38.88	143.5	147.7	147.5	322.6	329.3	310.0
Hosiery and knit goods.....	32.80	32.47	31.54	99.9	105.5	108.7	179.7	187.7	189.1
Garments and personal furnishings.....	32.45	32.50	31.46	122.1	125.4	124.4	204.5	210.4	202.5
Other textile products.....	38.86	38.78	36.51	92.2	93.3	91.7	177.5	179.3	165.2
Tobacco.....	45.23	45.36	41.26	101.6	107.6	110.2	256.3	272.2	253.2
Beverages.....	49.33	49.44	48.44	189.0	189.6	188.3	314.9	316.6	307.6
Chemicals and allied products.....	49.78	49.79	47.70	100.5	101.6	98.6	183.8	185.8	172.8
Clay, glass and stone products.....	48.50	48.51	45.13	155.3	153.0	147.0	306.0	301.6	269.7
Electric light and power.....	51.20	51.37	48.19	177.3	173.0	175.2	288.6	282.5	268.4
Electrical apparatus.....	50.11	50.44	47.74	181.0	181.8	162.7	332.4	335.8	290.9
Iron and steel products.....	52.44	52.33	48.87	108.2	107.0	107.9	186.6	184.0	173.3
Crude, rolled and forged products.....	55.14	54.96	52.32	141.1	140.5	139.4	211.3	209.7	197.9
Machinery (other than vehicles).....	49.73	49.56	47.08	111.4	112.6	111.1	192.0	193.3	182.6
Agricultural implements.....	50.54	50.81	45.58	173.3	176.4	190.0	324.4	331.8	320.4
Land vehicles and aircraft.....	54.71	54.70	50.69	104.0	102.0	103.5	175.1	171.7	161.5
Automobiles and parts.....	59.96	59.26	53.36	137.8	133.3	120.8	214.7	205.2	167.8
Steel shipbuilding and repairing.....	48.84	47.98	46.23	74.2	69.2	74.3	120.7	110.7	114.6
Heating appliances.....	46.14	45.60	43.08	145.8	144.2	150.1	253.8	248.0	244.7
Iron and steel fabrication (n.e.s.).....	53.85	53.59	48.61	101.1	100.7	100.5	230.2	228.1	205.2
Foundry and machine shop products.....	50.67	50.85	45.90	83.1	82.5	89.2	205.4	204.5	195.6
Other iron and steel products.....	49.01	48.91	46.14	101.3	100.4	97.1	182.1	180.2	163.6
Non-ferrous metal products.....	51.37	51.45	49.32	112.3	110.7	114.8	216.1	213.5	209.9
Non-metallic mineral products.....	55.75	56.27	52.82	128.2	127.4	128.5	244.1	244.9	232.1
Miscellaneous.....	39.99	40.31	37.27	159.0	161.9	154.5	283.0	290.6	256.7
Logging	42.36	41.32	41.06	123.8	123.0	105.3	261.7	253.5	214.9
Mining	54.81	54.03	51.42	109.2	108.9	103.5	187.1	184.0	166.6
Coal.....	52.14	51.46	50.31	91.3	92.9	95.3	186.8	187.7	188.5
Metallic ores.....	57.44	56.59	54.08	98.2	97.8	91.2	155.6	152.6	136.0
Non-metallic minerals (except coal).....	51.85	51.17	46.66	196.7	192.7	174.9	374.6	362.1	301.2
Communications	42.51	42.47	40.71	220.5	216.8	206.9	337.9	332.0	305.1
Telegraphs.....	46.38	45.90	45.42	128.8	127.1	130.0	234.6	229.1	231.6
Telephones.....	41.55	41.57	39.82	241.5	237.2	227.1	359.2	353.1	323.8
Transportation	53.19	52.90	51.52	146.5	143.7	147.5	237.8	232.1	231.8
Street railways, cartage and storage.....	47.96	47.96	46.47	161.8	160.8	159.0	266.5	264.8	253.3
Steam railway operation.....	59.01	58.52	57.72	135.9	132.8	137.1	221.3	214.5	218.5
Shipping and stevedoring.....	46.71	46.53	43.46	139.3	134.9	146.9	250.7	241.7	245.9
Construction and Maintenance	42.96	43.15	41.14	145.5	142.0	146.4	271.3	265.9	261.4
Building.....	46.44	46.67	44.81	192.3	187.7	181.7	312.1	306.3	284.6
Highway.....	38.23	37.89	36.52	126.2	123.9	136.0	250.1	243.4	257.4
Railway.....	42.25	43.55	41.02	99.2	95.1	103.4	211.4	208.9	213.9
Services (as indicated below)	29.05	29.26	27.90	155.1	153.4	158.1	272.4	271.3	263.4
Hotels and restaurants.....	26.54	26.66	25.84	167.9	163.4	167.1	295.0	288.3	285.7
Personal (chiefly laundries).....	29.28	29.61	28.46	130.6	132.1	132.5	214.7	219.7	211.5
Trade	39.41	39.15	37.52	149.0	149.7	145.2	245.8	245.3	228.4
Retail.....	37.07	36.67	35.21	145.3	146.8	140.8	245.7	245.6	226.5
Wholesale.....	45.15	45.35	43.13	162.3	160.9	160.3	245.8	244.7	232.4
Eight Leading Industries	45.26	45.13	43.01	133.7	132.5	131.3	234.7	232.1	218.9
Finance	42.63	42.81	41.50	153.3	152.9	145.3	225.1	225.5	207.9
Banks and trust companies.....	38.11	38.18	37.05	161.9	161.5	155.4	236.6	236.5	221.1
Brokerage and stock market operation.....	53.42	56.25	48.05	172.4	170.1	149.7	267.0	277.2	207.9
Insurance.....	47.90	47.97	47.33	140.6	140.2	132.1	209.4	209.2	194.7
Nine Leading Industries	45.15	45.04	42.95	134.4	133.3	131.8	234.3	231.8	218.4

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation*, D.B.S.

Industries	Aug. 1, 1950				July 1, 1950		Aug. 1, 1949	
	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	853,425	238,947	78.1	21.9	77.9	22.1	77.9	22.1
Animal products—edible.....	32,695	9,252	77.9	22.1	79.8	20.2	78.4	21.6
Fur and products.....	2,919	1,459	67.0	33.0	66.6	33.4	66.3	33.7
Leather and products.....	17,471	11,321	60.7	39.3	61.1	38.9	61.2	38.8
Boots and shoes.....	10,510	7,848	57.3	42.7	57.6	42.4	57.1	42.9
Lumber and products.....	84,339	6,778	92.6	7.4	92.4	7.6	92.5	7.5
Rough and dressed lumber.....	55,563	2,599	95.3	4.5	95.4	4.6	95.3	4.7
Furniture.....	17,403	2,293	88.6	11.4	88.6	11.4	89.4	10.6
Other lumber products.....	11,373	1,946	85.4	14.6	85.1	14.9	85.9	14.1
Plant products—edible.....	43,967	22,211	66.4	33.6	65.8	34.2	66.5	33.5
Pulp and paper products.....	95,736	22,839	80.7	19.3	80.6	19.4	80.6	19.4
Pulp and paper.....	48,753	2,539	95.0	5.0	95.0	5.0	94.9	5.1
Paper products.....	14,148	7,573	65.1	34.9	64.7	35.3	64.0	36.0
Printing and publishing.....	32,835	12,727	72.1	27.9	72.3	27.7	71.7	28.3
Rubber products.....	16,510	5,253	75.9	24.1	75.8	24.2	75.5	24.5
Textile products.....	73,749	81,912	47.4	52.6	46.8	53.2	46.6	53.4
Thread, yarn and cloth.....	38,790	20,494	65.4	34.6	64.9	35.1	64.5	35.5
Cotton yarn and cloth.....	15,108	8,854	63.0	37.0	62.7	37.3	61.6	38.4
Woolen yarn and cloth.....	8,227	5,671	59.2	40.8	58.7	41.3	59.7	40.3
Synthetic silk and silk goods.....	11,547	4,431	72.3	27.7	71.4	28.6	69.7	30.3
Hosiery and knit goods.....	7,915	13,347	37.2	62.8	36.3	63.7	35.9	64.1
Garments and personal furnishings.....	18,889	40,720	31.7	68.3	31.0	69.0	31.5	68.5
Other textile products.....	8,155	7,351	52.6	47.4	53.9	46.1	54.2	45.8
Tobacco.....	3,672	5,367	40.6	59.4	41.6	58.4	41.8	58.2
Beverages.....	19,401	2,612	88.1	11.9	88.4	11.6	89.4	10.6
Chemicals and allied products.....	33,646	10,481	76.2	23.8	76.6	23.4	75.9	24.1
Clay, glass and stone products.....	21,165	2,452	89.6	10.4	89.8	10.2	89.1	10.9
Electric light and power.....	31,972	4,529	87.6	12.4	87.4	12.6	88.1	11.9
Electrical apparatus.....	42,736	15,947	72.8	27.2	72.9	27.1	72.7	27.3
Iron and steel products.....	267,768	22,316	92.3	7.7	92.2	7.8	92.4	7.6
Crude, rolled and forged products.....	36,701	1,700	95.6	4.4	95.5	4.5	95.5	4.5
Machinery (other than vehicles).....	24,804	3,384	88.0	12.0	88.1	11.9	87.9	12.1
Agricultural implements.....	14,793	877	94.4	5.6	94.5	5.5	94.2	5.8
Land vehicles and aircraft.....	111,233	7,068	94.0	6.0	94.0	6.0	94.6	5.4
Automobiles and parts.....	48,529	5,498	89.8	10.2	89.6	10.4	89.8	10.2
Steel shipbuilding and repairing.....	14,128	513	96.5	3.5	96.4	3.6	96.4	3.6
Heating appliances.....	7,591	510	93.7	6.3	93.7	6.3	94.1	5.9
Iron and steel fabrication (n.e.s.).....	10,496	789	93.0	7.0	92.6	7.4	92.3	7.7
Foundry and machine shop products.....	7,622	375	95.3	4.7	95.4	4.6	95.3	4.7
Other iron and steel products.....	40,400	7,100	85.1	14.9	84.7	15.3	84.4	15.6
Non-ferrous metal products.....	39,256	5,729	87.3	12.7	87.1	12.9	87.0	13.0
Non-metallic mineral products.....	14,772	1,469	91.0	9.0	91.1	8.9	91.2	8.8
Miscellaneous.....	11,651	7,040	62.3	37.7	61.9	38.1	61.8	38.2
Logging	58,188	915	98.5	1.5	98.4	1.6	98.3	1.7
Mining	88,721	2,209	97.6	2.4	97.6	2.4	97.7	2.3
Coal.....	22,732	227	99.0	1.0	99.1	0.9	99.0	1.0
Metallic ores.....	46,000	884	98.1	1.9	98.1	1.9	97.9	2.1
Non-metallic minerals (except coal).....	19,989	1,098	94.8	5.2	94.6	5.4	95.5	4.5
Communications	27,589	31,867	46.4	53.6	46.6	53.4	47.4	52.6
Telegraphs.....	7,184	1,590	81.9	18.1	81.9	18.1	81.5	18.5
Telephones.....	17,790	29,246	37.8	62.2	37.9	62.1	39.7	60.3
Transportation	177,807	11,421	94.0	6.0	93.9	6.1	93.8	6.2
Street railways, cartage and storage.....	60,392	4,539	93.0	7.0	93.0	7.0	93.0	7.0
Steam railway operation.....	87,736	5,335	94.3	5.7	94.1	5.9	94.2	5.8
Shipping and stevedoring.....	29,679	1,547	95.0	5.0	95.0	5.0	94.5	5.5
Construction and Maintenance	263,868	5,301	98.0	2.0	98.0	2.0	98.2	1.8
Building.....	130,537	3,490	97.4	2.6	97.3	2.7	97.5	2.5
Highway.....	90,570	1,665	98.2	1.8	98.2	1.8	98.4	1.6
Railway.....	42,761	146	99.7	0.3	99.6	0.4	99.7	0.3
Services (as specified below)	40,351	41,222	49.5	50.5	50.0	50.0	48.4	51.6
Hotels and restaurants.....	25,431	24,704	50.6	49.4	51.4	48.6	49.9	50.1
Personal (chiefly laundries).....	7,530	12,428	37.7	62.3	37.9	62.1	38.3	61.7
Trade	189,969	108,707	63.6	36.4	63.2	36.8	62.4	37.6
Retail.....	123,408	88,996	58.1	41.9	57.4	42.6	56.6	43.4
Wholesale.....	66,561	19,711	77.2	22.8	77.5	22.5	76.4	23.6
Eight Leading Industries	1,699,918	440,589	79.4	20.6	79.2	20.8	79.3	20.7
Finance	49,730	45,305	52.3	47.7	52.3	47.7	52.8	47.2
Banks and trust companies.....	26,324	27,182	49.2	50.8	49.2	50.8	49.3	50.7
Brokerage and stock market operations.....	2,647	1,510	63.7	36.3	63.6	36.4	65.4	34.6
Insurance.....	20,759	16,613	55.5	44.5	55.5	44.5	56.6	43.4
All Industries	1,749,648	485,894	78.3	21.7	78.0	22.0	78.2	21.8

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING(Hourly-Rated Wage-Earners) SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week Preceding		Average Hours Worked			Average Hourly Earnings		
		All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
		no.	no.	no.	cts.	cts.	cts.
Aug.	1, 1945.....	44.3	44.7	43.7	69.5	76.9	60.7
Aug.	1, 1946.....	43.0	43.2	42.8	70.0	75.8	64.4
Aug.	1, 1947.....	42.5	42.6	42.3	81.3	87.7	74.8
Aug.	1, 1948.....	42.1	42.0	42.1	92.7	99.8	85.6
Aug.	1, 1949.....	41.9	42.1	41.7	98.8	106.5	91.1
Sept.	1, 1949.....	42.4	42.5	42.2	98.4	106.6	90.4
Oct.	1, 1949.....	42.7	43.0	42.5	99.3	107.8	91.0
Nov.	1, 1949.....	42.8	42.8	42.9	99.5	108.0	91.4
Dec.	1, 1949.....	42.9	43.0	42.9	100.0	108.7	91.5
*Jan.	1, 1950.....	39.9	40.3	39.6	101.1	109.3	92.9
Feb.	1, 1950.....	42.3	42.2	42.4	100.9	109.5	92.6
Mar.	1, 1950.....	42.5	42.6	42.5	101.4	109.8	93.1
April	1, 1950.....	42.8	43.0	42.6	101.7	110.0	93.6
May	1, 1950.....	42.6	42.9	42.4	102.5	110.6	94.3
June	1, 1950.....	42.0	42.2	41.7	103.5	111.4	95.5
July	1, 1950.....	42.5	42.9	42.2	103.9	111.8	95.7
Aug.	1, 1950.....	42.5	42.7	42.2	104.2	112.5	95.7

*The averages at these dates were affected by loss of working time at the year-end holiday in the case of January 1.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURINGSOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Week Preceding		All Manufactures ¹		Durable Manufactured Goods		Non-Durable Manufactured Goods	
		Average Weekly		Average Weekly		Average Weekly	
		Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
		\$	\$	\$	\$	\$	\$
Aug.	1, 1945.....	32.65	30.79	35.67	34.37	29.32	26.53
Aug.	1, 1946.....	32.53	30.10	34.62	32.75	30.68	27.56
Aug.	1, 1947.....	36.85	34.55	39.26	37.36	34.65	31.64
Aug.	1, 1948.....	41.32	39.03	44.00	41.92	38.83	36.04
Aug.	1, 1949.....	43.90	41.40	46.90	44.84	41.15	37.99
Sept.	1, 1949.....	44.05	41.72	47.35	45.31	41.12	38.15
Oct.	1, 1949.....	44.72	42.40	48.20	46.35	41.63	38.68
Nov.	1, 1949.....	44.95	42.59	48.15	46.22	42.09	39.21
Dec.	1, 1949.....	45.23	42.90	48.62	46.74	42.21	39.25
*Jan.	1, 1950.....	43.42	40.34	46.61	44.05	40.52	36.79
Feb.	1, 1950.....	45.25	42.68	48.33	46.21	42.49	39.26
Mar.	1, 1950.....	45.68	43.10	48.94	46.77	42.74	39.57
April	1, 1950.....	46.04	43.53	49.34	47.30	43.06	39.87
May	1, 1950.....	46.16	43.67	49.46	47.45	43.18	39.98
June	1, 1950.....	45.93	43.47	49.06	47.01	43.05	39.82
July	1, 1950.....	46.57	44.16	49.89	47.96	43.51	40.39
Aug.	1, 1950.....	46.63	44.29	49.95	48.04	43.53	40.39

*See footnote to Table C-6. ¹Exclusive of electric light and power.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES(Hourly-Rated Wage-Earners) SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Aug. 1, 1950	July 1, 1950	Aug. 1, 1949	Aug. 1, 1950	July 1, 1950	Aug. 1, 1949
Nova Scotia.....	43.7	43.6	42.8	91.4	91.3	90.0
New Brunswick.....	45.6	45.3	44.8	90.1	89.4	87.1
Quebec.....	44.0	43.8	43.1	93.3	93.3	89.7
Ontario.....	42.1	42.2	41.4	110.3	109.5	103.6
Manitoba.....	42.2	42.9	42.5	99.6	98.8	96.0
Saskatchewan.....	41.8	42.9	42.5	103.4	104.8	101.6
Alberta.....	41.9	42.6	41.6	102.2	103.6	99.2
British Columbia.....	37.8	38.1	37.8	124.6	125.2	118.3
Montreal.....	42.0	42.3	41.3	98.1	98.0	94.6
Toronto.....	40.9	1.1	40.2	108.1	107.6	102.0
Hamilton.....	40.4	40.5	40.7	122.1	121.6	112.5
Windsor.....	43.5	43.3	39.7	134.0	132.7	125.5
Winnipeg.....	41.7	42.4	42.2	98.6	97.8	94.8
Vancouver.....	37.5	37.8	37.5	124.4	123.7	116.8

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Aug. 1 1950	July 1 1950	Aug. 1 1949	Aug. 1 1950	July 1 1950	Aug. 1 1949	Aug. 1 1950	July 1 1950	Aug. 1 1949
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Manufacturing.....	42.5	42.5	41.9	104.2	103.9	98.8	44.29	44.16	41.40
*Durable manufactured goods.....	42.7	42.9	42.1	112.5	111.8	106.5	48.04	47.96	44.84
Non-durable manufactured goods.....	42.2	42.2	41.7	95.7	95.7	91.1	40.39	40.39	37.99
Animal products—edible.....	43.0	43.6	42.8	97.8	98.7	94.4	42.05	43.03	40.40
Dairy products.....	46.9	47.5	47.0	76.6	77.7	74.5	35.93	36.91	35.02
Meat products.....	42.5	43.2	42.8	108.7	109.2	103.8	46.20	47.17	44.43
Leather products.....	39.8	38.6	39.5	77.8	78.5	74.9	30.96	30.30	29.59
Leather boots and shoes.....	39.1	37.8	39.2	75.1	76.1	72.3	29.36	28.77	28.34
*Lumber products.....	42.1	42.3	41.3	95.1	94.6	89.6	40.04	40.02	37.00
Rough and dressed lumber.....	41.6	41.8	41.0	100.2	99.7	93.5	41.68	42.09	38.34
Containers.....	45.6	45.3	43.2	80.5	79.5	78.8	36.71	36.01	34.04
Furniture.....	42.7	42.8	41.2	88.8	88.7	86.8	37.92	37.96	35.76
*Musical instruments.....	44.3	43.8	42.3	86.1	88.6	81.8	38.14	38.81	34.60
Plant products—edible.....	42.5	42.4	42.3	79.1	79.9	76.8	33.62	33.88	32.49
Flour and other milled products.....	45.0	45.1	45.3	97.4	97.0	93.8	43.83	43.75	42.49
Fruit and vegetable preserving.....	38.2	37.7	38.9	73.0	74.9	72.0	27.89	28.24	28.01
Bread and bakery products.....	45.1	45.3	44.3	81.1	81.0	78.5	36.58	36.69	34.78
Chocolate and cocoa products.....	41.1	41.7	41.0	71.6	70.3	67.8	29.43	29.32	27.80
Pulp and paper products.....	45.5	45.3	44.7	115.7	115.2	108.2	52.64	52.19	48.37
Pulp and paper mills.....	49.3	48.8	48.1	120.8	119.9	113.5	59.55	58.51	54.59
Paper products.....	42.9	43.3	42.4	91.0	90.8	85.0	39.04	39.32	36.04
Printing and publishing.....	40.6	40.8	40.0	121.8	122.6	113.0	49.45	50.02	45.20
Rubber products.....	41.4	41.1	39.4	112.3	112.2	104.5	46.49	46.11	41.17
Textiles—all branches.....	39.9	40.0	39.4	82.1	82.0	80.0	32.76	32.80	31.52
Thread, yarn and cloth.....	42.9	42.2	41.8	85.5	86.0	84.3	36.68	36.29	35.24
Cotton yarn and cloth.....	42.5	42.0	40.5	87.1	86.6	85.1	37.02	36.37	34.47
Woolen yarn and cloth.....	42.5	42.2	43.4	82.3	82.3	80.2	34.98	34.73	34.81
Synthetic silk and silk goods.....	44.3	42.8	42.4	85.2	87.8	86.6	37.74	37.58	36.72
Hosiery and knit goods.....	38.5	39.3	39.2	77.3	76.1	74.2	29.76	29.91	29.09
Garments and personal furnishings.....	36.4	37.0	36.3	78.2	77.7	76.2	28.46	28.75	27.66
Tobacco.....	41.8	42.6	43.3	97.5	96.2	86.9	40.76	40.98	37.63
Beverages.....	43.5	44.2	44.2	101.5	101.8	98.0	44.15	45.00	43.32
Distilled and malt liquor.....	43.0	43.7	43.4	108.4	108.5	105.3	46.61	47.41	45.70
Chemicals and allied products.....	42.9	43.2	43.1	104.0	103.7	99.4	44.62	44.80	42.84
Drugs and medicines.....	41.5	42.4	40.3	85.2	85.7	81.8	35.36	36.34	32.97
*Clay, glass and stone products.....	45.6	45.9	44.6	102.8	102.8	97.5	46.88	47.19	43.49
Glass products.....	45.5	45.9	44.4	98.9	99.6	92.8	45.00	45.72	41.20
Lime, gypsum and cement products.....	46.8	46.5	45.9	102.7	102.8	98.2	48.06	47.80	45.07
*Electrical apparatus.....	40.9	41.3	40.8	115.9	115.4	109.4	47.40	47.66	44.64
Heavy electrical apparatus.....	41.3	41.1	43.1	130.7	131.5	120.6	53.98	54.05	51.98
*Iron and steel products.....	43.0	43.1	42.1	118.3	117.5	111.9	50.87	50.64	47.11
Crude, rolled and forged products.....	42.8	43.1	43.5	125.7	124.2	116.9	53.80	53.53	50.85
Primary iron and steel.....	42.9	42.9	43.9	127.5	126.5	118.6	54.70	54.27	52.07
Machinery (other than vehicles).....	43.6	43.3	42.6	109.5	108.5	104.3	47.74	46.98	44.43
Agricultural implements.....	38.5	38.9	38.1	126.4	126.0	113.5	48.66	49.01	43.24
Land vehicles and aircraft.....	43.8	44.2	42.5	122.4	121.6	116.8	53.61	53.75	49.64
Railway rolling stock.....	44.3	44.4	43.4	112.4	112.5	112.4	49.79	49.95	48.78
Automobiles and parts.....	43.5	44.2	41.3	132.0	130.4	124.2	57.42	57.64	51.29
Aeroplanes and parts.....	43.3	43.7	43.3	115.1	115.5	105.1	49.84	50.47	45.51
Steel shipbuilding and repairing.....	43.0	41.6	41.1	110.5	110.9	109.6	47.52	46.13	45.05
Iron and steel fabrication n.e.s.....	42.9	42.6	41.6	116.2	114.3	106.0	49.85	48.69	44.10
Hardware, tools and cutlery.....	42.3	42.3	41.8	101.7	101.9	97.7	43.02	43.10	40.84
Foundry and machine shop products.....	42.6	42.9	40.9	116.6	116.4	109.1	49.67	49.94	44.62
Sheet metal work.....	42.7	43.2	42.8	107.5	106.0	101.1	45.90	45.79	43.27
*Non-ferrous metal products.....	42.8	43.0	43.3	113.2	112.3	107.4	48.45	48.29	46.50
Smelting and refining.....	43.7	43.4	45.0	124.3	123.7	115.8	54.32	53.69	52.11
Aluminum and its products.....	41.0	43.0	42.6	102.3	100.2	100.3	41.94	43.09	42.73
Brass and copper manufacturing.....	42.7	43.7	41.4	107.2	106.3	105.4	45.77	46.45	43.64
Non-metallic mineral products.....	41.6	42.4	41.3	122.6	123.0	118.4	51.00	52.15	48.90
Petroleum and its products.....	40.1	41.0	40.4	132.7	133.3	126.0	53.21	54.65	50.90
Miscellaneous manufactured products.....	41.4	41.9	40.1	89.7	89.4	86.1	37.14	37.46	34.53
Mining.....	43.8	43.2	42.9	121.4	120.4	115.9	53.17	52.01	49.72
Coal.....	39.9	39.3	39.0	129.4	129.3	127.4	51.63	50.81	49.69
Metallic ores.....	45.3	44.7	45.1	122.2	120.5	115.3	55.36	53.86	52.00
Non-metallic minerals (except coal).....	44.9	44.4	44.0	109.9	109.3	101.6	49.35	48.53	43.69
Local Transportation.....	45.3	45.7	45.6	105.2	105.2	101.6	47.66	48.08	46.33
Building Construction.....	40.3	40.5	41.1	112.4	112.2	106.7	45.30	45.41	43.85
Highway Construction.....	41.8	40.5	40.3	86.1	86.3	83.7	35.99	34.95	33.73
Services (as indicated below).....	42.6	42.7	42.2	64.7	65.3	63.3	27.56	27.88	26.71
Hotels and restaurants.....	43.8	43.9	43.2	62.9	63.9	62.1	27.55	28.05	26.83
Personal (chiefly laundries).....	40.0	40.5	40.1	68.6	68.5	65.9	27.44	27.74	26.43

* Industries classed in the durable manufactured goods industries.

¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—June 1, 1950, 247.4; July 1, 1950, 249.5; August 1, 1950, 248.0; at August 1, 1949, the index was 228.8.

² Chiefly street and electric railways.³ For information respecting sex distribution of persons in recorded employment, see Table C-5.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts	\$			
Monthly Average 1945.....	45.0	69.4	31.23	103.3	96.7	106.8
Monthly Average 1946.....	43.2	70.0	30.24	100.1	100.0	100.1
Monthly Average 1947.....	43.0	80.2	34.46	114.0	109.6	104.0
Monthly Average 1948.....	42.7	91.3	38.99	129.0	125.4	102.9
Monthly Average 1949.....	42.4	98.6	41.81	138.4	130.1	106.4
Week preceding:						
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949.....	41.8	99.1	41.42	138.1	131.1	104.6
August 1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949.....	42.4	98.4	41.72	137.1	131.3	105.2
October 1, 1949.....	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949.....	42.8	99.5	42.59	140.9	130.8	107.7
December 1, 1949.....	42.9	100.0	42.90	142.0	130.7	108.6
January 1, 1950.....	42.6*	101.1	43.07*	142.5	130.3	109.4
February 1, 1950.....	42.3	100.9	42.68	141.2	130.7	108.0
March 1, 1950.....	42.5	101.4	43.10	142.6	132.4	107.7
April 1, 1950.....	42.8	101.7	43.53	144.0	132.7	108.5
May 1, 1950.....	42.4*	102.5	43.46*	143.8	132.7	108.4
June 1, 1950.....	42.0	103.5	43.47	143.8	133.8	107.5
July 1, 1950.....	42.5	103.9	44.16	146.1	135.5	107.8
August 1, 1950 ⁽¹⁾	42.5	104.2	44.29	146.6	136.3	107.6

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes have been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91; January 1, 1950, 39.9 hours, \$40.34; May 1, 1950, 42.6 hours, \$43.67.

(1) Latest figures subject to revision.

TABLE C-11.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES*

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1919.....	3.1	2.0	3.4	2.7	2.1	3.2	2.0	7.9	3.4
Average 1920.....	1.8	2.0	7.2	3.4	3.1	3.2	2.8	11.2	4.9
Average 1921.....	11.3	8.5	16.6	9.7	8.5	7.8	7.8	23.5	12.7
Average 1926.....	7.8	2.1	6.8	4.2	3.6	3.0	4.9	5.5	5.1
Average 1929.....	4.0	1.6	7.7	4.3	7.1	5.3	6.4	5.9	5.7
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	0.8	0.9	1.1	0.6	0.9	0.7	0.8	0.4	0.8
Average 1944.....	0.2	0.6	0.7	0.4	0.5	0.6	0.6	0.5	0.5
Average 1945.....	2.0	1.2	1.4	1.5	0.7	0.9	0.6	1.5	1.4
Average 1946.....	2.7	1.7	1.2	1.1	1.2	1.2	0.8	2.6	1.4
Average 1947.....	7.3	3.5	1.3	0.6	0.8	0.8	1.0	1.5	1.3
Average 1948.....	4.1	4.7	2.1	1.8	0.8	1.9	1.5	3.7	2.2
Average 1949.....	4.9	4.1	3.4	2.5	1.6	2.3	1.8	4.3	3.0
Mar. 1920.....	1.9	3.1	3.3	2.3	3.2	4.0	2.1	7.6	3.1
June 1920.....	0.6	0.4	3.1	1.6	1.4	2.2	1.2	5.8	2.1
Sept. 1920.....	0.3	0.1	7.6	1.9	0.5	0.1	0.6	5.1	3.3
Dec. 1920.....	6.9	11.0	19.6	12.3	7.8	10.1	9.2	11.6	13.0
Mar. 1921.....	17.9	11.7	16.9	13.0	10.5	12.1	9.8	34.6	16.5
June 1921.....	14.3	11.7	20.7	6.7	8.0	6.8	9.4	24.4	13.2
Sept. 1921.....	8.7	7.0	13.8	6.2	3.9	2.5	3.0	12.5	8.5
Dec. 1921.....	5.9	6.9	26.8	9.7	15.5	10.4	6.8	24.7	15.1
Mar. 1926.....	19.0	2.7	6.5	8.4	7.0	6.8	4.6	3.0	7.3
June 1926.....	3.8	1.6	8.9	1.9	2.6	0.8	4.9	2.6	4.1
Sept. 1926.....	1.1	1.6	7.1	1.8	0.5	1.1	2.0	5.4	3.3
Dec. 1926.....	3.2	2.2	7.6	5.6	4.3	2.1	6.7	7.5	5.9
Mar. 1929.....	6.2	1.4	7.9	4.5	9.2	7.3	4.9	4.8	6.0
June 1929.....	3.3	1.0	2.9	2.5	3.1	2.8	4.3	2.6	2.9
Sept. 1929.....	1.8	1.6	3.9	3.1	4.7	2.5	6.1	4.5	3.7
Dec. 1929.....	5.2	2.4	14.5	9.7	12.8	13.0	13.9	11.5	11.4
Mar. 1933.....	22.7	16.4	27.3	26.8	20.3	20.5	25.3	23.8	25.1
June 1933.....	13.8	13.0	26.2	23.3	19.4	14.9	24.5	18.6	21.8
Sept. 1933.....	11.0	10.4	24.1	20.9	19.1	13.5	19.7	21.3	19.8
Dec. 1933.....	11.2	11.5	23.2	24.9	20.3	17.2	17.6	19.8	21.0
Mar. 1939.....	9.1	10.6	18.6	15.8	12.9	13.1	16.7	15.3	15.7
June 1939.....	6.3	8.9	15.0	9.7	10.2	6.6	18.2	9.7	11.6
Sept. 1939.....	7.4	6.1	13.2	7.6	4.0	3.2	6.2	10.0	9.1
Dec. 1939.....	5.3	4.3	16.1	9.7	12.0	10.2	4.9	12.4	11.4
Mar. 1945.....	0.5	0.0	1.2	0.6	0.9	0.8	0.8	0.5	0.7
June 1945.....	1.2	0.1	0.6	0.7	0.2	0.9	0.3	0.2	0.5
Sept. 1945.....	2.0	0.5	2.4	0.5	0.4	0.4	0.3	2.4	1.4
Dec. 1945.....	4.6	4.7	1.8	4.0	1.2	1.3	0.9	3.4	3.0
Mar. 1946.....	4.0	1.8	1.4	1.7	1.6	2.1	1.0	3.0	1.9
June 1946.....	3.6	3.7	1.0	0.8	1.5	0.7	0.4	2.3	1.3
Sept. 1946.....	0.9	1.0	1.0	1.0	0.5	0.4	0.5	1.5	1.0
Dec. 1946.....	1.5	0.3	1.4	0.9	1.3	1.5	1.4	3.6	1.5
Mar. 1947.....	15.4	1.7	1.8	0.7	1.3	2.0	1.5	2.0	1.8
June 1947.....	7.2	2.2	0.5	0.5	0.4	0.5	0.3	0.8	0.8
Sept. 1947.....	4.9	0.8	0.6	0.3	0.5	0.2	0.5	1.1	0.7
Dec. 1947.....	3.6	8.4	2.2	0.9	1.1	0.6	1.5	2.0	1.7
Mar. 1948.....	6.1	3.9	2.7	3.1	1.0	2.8	2.9	3.8	3.1
June 1948.....	5.1	6.6	0.9	0.4	0.3	0.2	0.3	2.9	1.3
Sept. 1948.....	2.9	0.9	1.1	0.5	0.7	0.4	0.2	2.1	1.0
Dec. 1948.....	2.4	7.5	3.3	2.8	1.2	3.7	2.4	6.0	3.4
Mar. 1949.....	5.5	6.9	3.4	2.7	1.1	3.8	1.8	3.9	3.2
June 1949.....	1.9	1.8	1.7	1.5	2.6	1.9	1.2	2.8	1.8
Sept. 1949.....	5.2	2.3	3.2	1.8	0.3	0.3	0.3	2.7	2.2
Dec. 1949.....	7.7	5.0	5.5	3.6	2.2	3.1	3.7	7.6	4.8
Mar. 1950.....	12.8	8.5	4.5	3.3	3.4	4.6	5.1	4.7	4.4
June 1950.....	8.4	13.5	3.1	2.8	1.6	0.9	1.2	1.8	3.1

*Other than Newfoundland

TABLE C-12.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

NOTE.—In percentages shown below, "0" indicates no unemployment. Where ".0" is used, negligible unemployment (less than .05 per cent) is indicated.

	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber products	Iron and its products	Non-ferrous metals
1919		1.9	3.9	4.2	1.4	3.3	.6	.....	2.2	3.1	4.0	2.3	.....	6.2	.....	4.7	6.5
1920		.6	1.9	5.7	.8	.0	1.3	.....	.4	.1	0	.2	.....	2.0	.....	1.8	1.1
1921		11.6	18.0	7.4	4.3	6.9	3.9	.....	14.1	3.8	3.1	4.1	.....	13.0	.....	29.4	35.3
1926		17.6	5.3	12.2	4.5	1.5	5.3	.....	5.5	6.5	17.4	5.4	.....	12.7	.....	3.1	6.3
1929		6.5	3.9	4.6	3.6	6.4	2.4	.....	10.3	.8	0	.7	.....	6.2	.....	2.8	.5
1933		35.8	28.2	15.4	16.8	19.2	15.9	.....	41.6	19.8	29.7	19.0	.....	26.7	.....	35.3	35.7
1940		14.8	6.9	4.8	4.4	3.1	6.4	.....	6.6	3.0	.1	2.8	.....	6.1	.....	1.1	1.1
1942		5.3	3.1	1.4	1.4	.8	2.6	.....	.9	.8	.0	1.3	.....	12.7	.....	3.6	.1
1943		2.2	.3	.2	.5	.3	1.0	.....	0	.2	0	.2	.....	2.4	.....	0	.0
1944		.8	.7	.3	.1	.3	.2	.....	.8	.1	0	.3	.....	0	.....	.3	1.4
1945		6.1	4.4	.5	.4	.0	.4	.....	1.1	.9	1.6	.3	.....	.1	.....	0	.1
1946		4.2	1.5	.2	.1	.0	.1	.....	2.3	.0	0	.0	.....	1.2	.....	3.5	2.2
1947		0	3	.9	.4	.1	.3	.....	3.0	.0	.0	.1	.....	4.5	.....	2.6	1.5
1948		27.3	1.5	1.5	.4	.5	.1	.....	8.4	.6	.1	.5	.....	7.8	.....	2.9	.4
1949		20.4	2.0	2.6	1.8	2.5	.8	.....	9.2	.2	.3	.1	.....	6.4	.....	2.5	.5
1950		36.7	3.7	1.7	1.9	.8	.6	.....	9.8	2.0	3.8	.3	.....	5.3	.....	5.0	.5
1939		12.8	13.3	8.5	7.7	8.7	6.1	.....	8.4	11.6	12.4	11.4	.....	25.8	.....	16.2	2.9
1939		10.1	13.5	4.7	5.5	4.5	7.1	.....	3.0	19.0	8.8	20.3	.....	17.8	.....	14.7	7.4
1939		21.2	10.8	3.7	6.8	6.4	7.4	.....	22.9	6.1	1.2	8.0	.....	20.8	.....	14.6	1.3
1939		23.0	10.0	4.4	5.7	4.3	8.0	.....	7.0	9.3	.7	3.0	.....	33.1	.....	8.7	.8
1944		.8	.3	.1	.3	.3	.2	.....	.8	.1	0	.2	.....	.2	.....	.3	1.4
1944		0	.3	.1	.1	.0	.1	.....	.2	.2	.3	.3	.....	.0	.....	.1	0
1944		0	.5	.4	.3	.4	.2	.....	.4	.2	.0	.0	.....	.0	.....	.2	5.0
1944		.5	.4	.0	.7	1.0	.1	.....	.4	.0	.0	.0	.....	.1	.....	.0	0
1946		.7	1.8	.5	.4	.4	.4	.....	2.3	.0	0	.0	.....	1.2	.....	3.5	2.2
1946		.8	1.6	.5	.2	.3	.1	.....	.6	.3	.1	.4	.....	1.8	.....	3.1	4.6
1946		.5	1.4	.1	.4	.5	.2	.....	.4	.5	1.2	0	.....	3.0	.....	2.0	3.0
1946		.7	1.4	.1	1.3	2.0	.1	.....	1.3	.1	0	.1	.....	1.7	.....	2.3	4.7
1948		.8	2.0	1.5	.4	.5	.3	.....	3.4	.6	.1	.5	.....	7.8	.....	2.9	.1
1948		1.3	1.5	1.5	.1	.1	.2	.....	5.0	.2	.2	.3	.....	3.5	.....	1.7	2.2
1948		.4	1.2	.1	.2	.2	.3	.....	2.1	.8	1.3	.1	.....	2.3	.....	1.9	.4
1948		.5	3.5	2.5	1.5	2.0	.6	.....	10.7	.7	.0	.5	.....	5.7	.....	4.9	4.9
1949		1.5	2.4	2.6	1.8	2.5	.6	.....	9.2	.2	.3	.1	.....	6.4	.....	2.5	.4
1949		2.4	1.8	.2	1.0	1.3	.3	.....	6.6	.8	1.2	.4	.....	3.8	.....	2.1	2.9
1949		.5	3	.3	1.3	1.8	.4	.....	2.4	3.5	2.1	.5	.....	3.5	.....	3.8	3.8
1949		1.0	4.4	2.4	2.5	3.5	.6	.....	12.6	4.2	1.7	5.6	.....	3.8	.....	4.9	.9
1950		2.3	3.7	1.7	1.9	2.5	.8	.....	9.8	2.0	3.8	.3	.....	5.3	.....	5.0	.5
1950		7.3	3.3	.5	.4	.3	.7	.....	2.9	2.8	6.0	.5	.....	2.8	.....	6.0	.3

TABLE C-12.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES—Concluded

Note.—In percentages shown below, "0" indicates no unemployment. Where "0" is used, negligible unemployment (less than .05 per cent) is indicated.

	Clay, glass and stone products	Other mineral products	Chemical and allied products	Miscellaneous manu- facturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	All occupations
March 1919.....	10.0	2.7	.....	.....	16.5	3.1	12.1	2.9	1.3	0	0	.....	2.5	3.0	.....	6.0	5.0
March 1920.....	14.4	.....	.....	4.6	9.9	2.0	4.1	3.3	1.0	.....	.....	.....	.....	2.9	1.7	3.7	3.1
March 1921.....	31.0	12.1	.....	28.4	25.7	8.3	8.0	9.8	1.2	2.9	1.3	.....	.....	8.5	5.1	10.4	16.5
March 1926.....	3.5	0	.....	10.5	20.9	4.5	6.5	5.1	1.4	1.3	1.7	0	.....	2.5	1.2	5.5	7.3
March 1929.....	32.3	0	.....	16.5	17.9	4.3	30.8	3.7	.....	.....	.....	.....	5.5	2.9	1.0	5.1	6.0
March 1933.....	32.6	.....	.....	58.8	71.0	14.1	51.5	16.3	.....	14.8	15.1	0	.....	12.2	7.4	20.9	25.1
March 1940.....	27.1	7.9	.....	42.2	36.5	9.1	32.5	9.7	4.1	6.0	6.1	0	.....	3.5	2.8	4.2	10.8
March 1942.....	2.2	0	.....	23.6	16.3	2.7	13.9	3.0	.....	3.6	3.7	0	.....	.....	.....	.....	4.5
March 1943.....	0	0	.....	5.3	9.0	1.1	1.4	1.2	.....	1.8	1.9	0	.....	.....	.....	1.6	1.3
March 1944.....	0	0	.....	.....	6.5	.....	1.0	.....	.....	1.1	1.2	0	.....	.....	.....	.....	.....
March 1945.....	0	0	.....	.....	5.3	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
March 1946.....	0	0	.....	3.9	1.9	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
March 1947.....	0	1.8	.....	20.4	3.0	2.0	4.3	2.4	.....	1.3	.....	0	.....	.....	.....	.....	.....
March 1948.....	.....	.....	.....	.....	5.0	.....	12.9	1.8	.....	.....	.....	0	.....	.....	.....	.....	.....
March 1949.....	.....	.....	.....	.....	8.1	1.6	27.3	1.0	.....	.....	.....	0	.....	.....	.....	.....	.....
March 1949.....	1.7	.....	.....	6.3	8.1	1.6	27.3	1.0	.....	.....	.....	0	.....	.....	.....	.....	.....
September 1949.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
December 1949.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
March 1950.....	3.4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
June 1950.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
March 1939.....	52.1	1.7	.....	34.8	40.2	13.2	69.8	12.9	1.7	6.8	7.0	0	.....	6.2	2.2	9.8	15.7
June 1939.....	45.3	0	.....	34.1	24.7	6.3	26.3	6.7	1.5	6.1	6.2	0	.....	3.5	1.5	5.3	11.6
September 1939.....	35.8	0	.....	25.4	21.3	4.2	40.7	3.8	1.0	7.2	7.4	0	.....	4.0	1.2	6.5	9.1
December 1939.....	13.3	6.8	.....	35.6	30.3	10.0	34.1	10.5	3.9	6.3	6.5	0	.....	4.4	4.2	4.6	11.4
March 1944.....	0	0	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
June 1944.....	0	0	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
September 1944.....	0	0	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
December 1944.....	0	0	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
March 1946.....	0	1.8	.....	20.4	3.1	2.0	4.3	2.4	.....	.....	.....	0	.....	.....	.....	.....	.....
June 1946.....	0	0	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
September 1946.....	7.8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
December 1946.....	2.0	0	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
March 1948.....	1.7	0	.....	6.3	8.1	1.6	27.3	1.0	.....	.....	.....	0	.....	.....	.....	.....	.....
June 1948.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
September 1948.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
December 1948.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
March 1949.....	3.6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
June 1949.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
September 1949.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
December 1949.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
March 1950.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....
June 1950.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0	.....	.....	.....	.....	.....

D—Employment Service Statistics

TABLE D-1.—UNFILED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT AS AT FIRST OF MONTH

(SOURCE: Form U.I.C. 757)

Month		Unfiled Vacancies			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
October	1945	113,840	39,415	153,255	95,576	33,093	128,669
October	1946	95,814	45,820	141,634	111,219	31,040	142,259
October	1947	73,892	35,430	109,322	58,736	28,585	87,321
October	1948	41,047	22,870	63,917	56,725	30,607	87,332
October	1949	20,837	20,629	41,466	101,504	41,543	143,047
November	1949	14,535	15,200	29,735	122,664	49,702	172,366
December	1949	10,400	12,085	22,485	164,345	56,439	220,784
January	1950	7,971	9,748	17,719	218,769	55,188	273,957
February	1950	8,315	10,076	18,391	301,039	74,557	375,596
March	1950	9,614	11,429	21,043	300,352	75,646	375,998
April	1950	11,967	12,032	23,999	349,098	79,193	428,291
May	1950	18,635	15,386	34,021	310,044	77,797	387,841
June	1950	25,038	16,375	41,413	184,335	70,062	254,397
July	1950	24,329	15,519	39,911	136,291	68,280	204,571
August	1950	26,391	13,582	39,973	99,100	58,188	157,288
September	1950	29,631	16,559	46,190	97,634	52,969	151,603
October	1950 ⁽¹⁾	47,469	17,322	64,791	79,760	53,314	133,074

(1) Latest figures subject to revision.

TABLE D-2.—UNFILED VACANCIES BY INDUSTRY AND BY SEX AS AT AUGUST 31, 1950

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from August 3, 1950	
				Absolute	Percentage
Agriculture, Fishing, Trapping	1,700	610	2,310	+366	+18.8
Logging	7,734	9	7,743	+1,770	+29.6
Pulpwood	6,050	3	6,053	+1,288	+27.0
Lumber	1,624	6	1,630	+453	+38.5
Other logging	60		60	+29	+93.5
Mining	852	17	869	+42	+5.1
Coal	127	1	128	-28	-18.0
Metallic Ores—					
Iron	65	2	67	+22	+48.9
Gold	345	7	352	+130	+58.6
Nickel	195	1	196	-71	-26.6
Other metallic ores and non-metallic minerals	92	1	93	-18	-16.2
Prospecting and oil producing	28	5	33	+7	+26.9
Manufacturing	6,630	4,495	11,125	+2,480	+28.7
Food and kindred products	776	641	1,417	+384	+37.2
Textiles, apparel, etc.	533	2,326	2,859	+623	+27.9
Lumber and finished lumber products	1,109	84	1,193	+125	+11.7
Pulp and paper products and printing	662	217	879	+306	+53.4
Chemicals and allied products	214	135	349	+90	+34.7
Products of petroleum and coal	28	6	34	-9	-20.9
Rubber products	66	50	116	+26	+28.9
Leather and products	170	277	447	+145	+48.0
Stone, clay and glass products	186	34	220	+18	+8.9
Iron and steel and products	711	95	806	+234	+40.9
Non-ferrous metals and products	440	80	520	+58	+12.6
Machinery	544	73	617	+89	+16.9
Electrical equipment and products	287	154	441	+106	+31.6
Transportation equipment and other manufacturing	904	323	1,227	+285	+30.3
Construction	4,111	67	4,178	-52	-1.2
Transportation and Storage	1,100	109	1,209	-1,056	-46.6
Communications, and other Public Utilities	327	225	552	+44	+8.7
Trade	3,029	2,460	5,489	+1,310	+31.3
Wholesale	1,066	521	1,587	+371	+30.5
Retail	1,963	1,939	3,902	+939	+31.7
Finance, Insurance, Real Estate	960	835	1,795	+34	+1.9
Service	3,188	7,732	10,920	+1,298	+13.5
Public	761	461	1,222	-14	-1.1
Domestic	108	3,193	3,301	+739	+28.8
Personal	1,416	3,725	5,141	+585	+12.8
Other service	903	353	1,256	-12	-1.0
All Industries	29,631	16,559	46,190	+6,236	+15.6

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, AS AT AUGUST 31, 1950

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	916	338	1,254	3,504	943	4,447
Clerical Workers.....	1,899	3,497	5,396	5,744	15,614	21,358
Sales Workers.....	1,696	1,149	2,845	3,138	7,783	10,921
Personal and Domestic Service Workers.....	1,179	7,069	8,248	9,397	8,359	17,756
Seamen.....	28	.....	28	897	9	906
Agriculture and Fishing.....	1,521	108	1,629	1,074	196	1,270
Skilled and semiskilled Workers.....	15,514	2,701	18,215	36,113	10,853	46,966
Food and kindred products.....	113	58	171	744	457	1,201
Textiles, clothing, etc.....	225	2,005	2,230	1,348	6,486	7,834
Lumber and wood products.....	8,283	.....	8,287	2,186	65	2,251
Pulp, paper and printing.....	121	38	159	367	358	725
Leather and products.....	83	178	261	763	612	1,375
Stone, clay and glass products.....	45	8	53	81	44	125
Metalworking.....	1,653	45	1,698	4,397	423	4,820
Electrical.....	145	64	209	825	222	1,047
Transportation equipment, n.e.c.....	42	3	45	455	68	523
Mining.....	243	.....	243	2,207	.....	2,207
Construction.....	1,641	.....	1,641	5,378	4	5,382
Transportation (except seamen).....	854	7	861	9,197	29	9,226
Communications and public utility.....	52	.....	52	176	.....	176
Trade and service.....	317	210	527	996	794	1,790
Other skilled and semiskilled.....	1,405	66	1,471	4,632	1,027	5,659
Foremen.....	110	6	116	786	169	955
Apprentices.....	182	9	191	1,575	95	1,670
Unskilled Workers.....	6,878	1,696	8,574	37,767	10,212	47,979
Food and tobacco.....	349	276	625	1,025	1,527	2,552
Lumber and lumber products.....	569	13	582	1,169	221	1,390
Metalworking.....	405	24	429	1,956	226	2,182
Construction.....	1,970	.....	1,970	4,047	1	4,048
Other unskilled workers.....	3,585	1,383	4,968	29,570	8,237	37,807
Total.....	29,631	16,558	46,189	97,631	53,969	151,603

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF AUGUST, 1950

(SOURCE: Form U.I.C. 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping.....	2,130	1,652	1,474
Logging.....	1,651	547	437
Mining.....	280	245	166
Manufacturing.....	6,978	6,604	4,425
Food and kindred products.....	1,145	1,139	780
Textiles, apparel, etc.....	1,240	1,026	669
Lumber and finished lumber products.....	908	833	623
Pulp and paper products and printing.....	481	449	256
Chemicals and allied products.....	248	261	156
Products of petroleum and coal.....	40	40	27
Rubber products.....	107	114	78
Leather and products.....	208	204	115
Stone, clay and glass products.....	195	206	139
Iron and steel and products.....	657	673	462
Non-ferrous metals and products.....	335	339	231
Machinery.....	355	325	217
Electrical equipment and products.....	288	284	186
Transportation equipment and other manufacturing.....	771	711	486
Construction.....	4,385	4,204	3,307
Transportation and Storage.....	1,154	1,092	880
Communications, and Other Public Utilities.....	297	279	196
Trade.....	3,316	3,528	2,076
Finance, Insurance, Real Estate.....	414	408	206
Service.....	6,111	5,541	3,943
All Industries.....	26,716	24,100	17,110

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS AUGUST 4 TO AUGUST 31, 1950: UNPLACED APPLICANTS AS AT
SEPTEMBER 21, 1950

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Sept. 21 1950
					Regular	Casual		
Newfoundland.....	374	209	1,662	447	219	2	6,643	5,772
Corner Brook.....	195	187	203	165	21	1	1,155	710
Grand Falls.....			186	17			846	614
St. John's.....	179	22	1,273	265	198	1	4,642	4,448
Prince Edward Island.....	356	163	504	345	249	39	664	783
Charlottetown.....	220	95	294	225	167	34	441	560
Summerside.....	136	68	210	120	82	5	223	223
Nova Scotia.....	2,343	808	5,228	2,788	1,589	341	9,054	9,256
Amherst.....	78		139	80	71	4	200	210
Bridgewater.....	9	10	208	8	7		285	226
Halifax.....	1,110	592	1,985	1,243	616	176	3,183	3,316
Inverness.....	51	8	70	43	43		192	139
Kentville.....	88	72	178	84	23	2	615	506
Liverpool.....	34	4	89	28	23		130	147
New Glasgow.....	288	32	594	394	247	27	1,067	979
Springhill.....	8	1	58	6	6		157	166
Sydney.....	531	42	1,419	739	484	106	2,376	2,717
Truro.....	125	40	372	144	55	26	444	367
Yarmouth-Shelburne.....	21	7	116	19	14		405	483
New Brunswick.....	2,654	1,024	5,090	2,456	1,388	611	7,232	8,506
Bathurst.....	37	14	139	60	2	22	357	384
Campbellton.....	95	54	182	110	102	9	300	379
Edmundston.....	59	4	154	67	55	2	279	1,505
Fredericton.....	272	161	389	237	170	30	528	520
Minto.....	34	3	294	52	40		446	323
Moncton.....	913	445	1,887	890	557	137	1,998	1,933
Newcastle.....	172	6	210	60	29		521	512
Saint John.....	497	152	1,241	559	359	91	2,396	2,446
St. Stephen.....	383	46	387	358	30	315	157	216
Sussex.....	23	3	107	21	16	2	118	133
Woodstock.....	169	136	100	42	28	3	132	155
Quebec.....	22,964	11,285	31,167	20,901	12,937	1,020	46,036	44,535
Asbestos.....	41	16	80	23	13	4	147	144
Beauharnois.....	79	16	205	86	52	2	332	359
Buckingham.....	279	34	241	274	220	12	141	120
Causapscal.....	463	526	48	18	9		207	197
Chandler.....	22	121	78	21	51		251	229
Chicoutimi.....	313	668	511	201	123	15	692	884
Dolbeau.....	17	1	74	56	9		132	122
Drummondville.....	162	37	457	155	112		865	964
Farnham.....	67	16	191	54	48		306	293
Granby.....	181	41	473	258	121	28	653	592
Hull.....	377	76	918	536	247		1,060	1,046
Joliette.....	114	107	305	156	42		621	547
Jonquiere.....	116	23	365	119	65	12	691	509
Lachute.....	53	20	158	91	42	1	239	201
La Malbaie.....	106	75	58	26	24		110	136
La Tuque.....	301	38	457	191	297		336	277
Levis.....	116	69	680	130	68	1	1,225	1,012
Matane.....	176	492	118	71	13		165	156
Megantic.....	237	85	203	160	159		142	127
Mont-Laurier.....	243	239	60	41	13		125	142
Montmagny.....	153	133	258	49	50		294	288
Montreal.....	13,329	5,439	14,003	12,132	7,878	616	20,041	18,223
Port Alfred.....	119	109	48	47			288	271
Quebec.....	1,471	769	3,285	1,914	798	84	5,032	4,779
Rimouski.....	46	12	121	53	35		280	272
Riviere du Loup.....	20	3	248	22	18		432	1,747
Rouyn.....	205	87	468	262	95	22	410	363
St. Agathe.....	144	49	135	155	97		63	98
St. Anne de Bellevue.....	86	19	163	88	61	1	209	192
St. Therese.....	146	76	180	121	71		361	315
St. Georges de Beauce.....	282	438	276	209	149	1	336	406
St. Hyacinthe.....	324	97	533	251	206	48	730	575
St. Jean.....	338	123	283	308	168	5	517	499
St. Jerome.....	224	42	306	202	173		404	379
St. Joseph d'Alma.....	544	456	492	93	101		668	746
Shawinigan Falls.....	285	32	633	339	212		1,050	1,012
Sherbrooke.....	635	171	1,400	681	366	84	1,940	1,688
Sorel.....	67	25	277	74	20	8	532	736
Thetford Mines.....	89	62	473	181	66		637	559
Three Rivers.....	403	93	806	534	260	59	1,684	1,539
Val d'Or.....	234	164	280	158	105	8	268	342
Valleyfield.....	173	63	498	192	114		986	1,012
Victoriaville.....	184	72	297	168	119	9	434	437

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS AUGUST 4 TO AUGUST 31, 1950: UNPLACED APPLICANTS AS AT
SEPTEMBER 21, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Sept. 21 1950
					Regular	Casual		
Ontario.....	45,215	21,408	53,780	38,611	23,890	4,222	41,907	35,473
Arnprior.....	146	37	103	117	79	7	66	48
Barrie.....	468	204	459	393	319	9	131	178
Belleville.....	571	107	988	508	348	22	822	363
Bracebridge.....	96	21	129	94	77	.....	83	79
Brampton.....	135	79	164	126	89	.....	103	101
Brantford.....	814	171	1,137	782	512	90	839	908
Brockville.....	178	8	342	186	87	84	229	100
Carleton Place.....	19	6	101	17	16	.....	189	151
Chatham.....	397	101	482	400	253	31	260	248
Cobourg.....	214	37	265	219	150	21	209	185
Collingwood.....	144	26	149	129	123	.....	151	168
Cornwall.....	278	26	664	338	152	65	800	663
Fort Erie.....	36	15	126	48	24	1	134	197
Fort Frances.....	115	52	106	86	75	7	53	63
Fort William.....	658	423	780	339	265	36	792	574
Galt.....	373	163	346	276	178	16	333	333
Gananoque.....	49	4	62	63	32	10	37	42
Goderich.....	87	56	40	86	42	8	39	58
Guelph.....	458	215	427	388	178	53	270	324
Hamilton.....	2,585	956	4,619	2,664	1,306	608	4,714	3,700
Hawkesbury.....	35	25	173	56	16	.....	220	173
Ingersoll.....	867	39	802	788	732	39	72	70
Kapusking.....	739	517	390	424	369	.....	35	28
Kenora.....	508	440	288	70	56	.....	128	162
Kingston.....	661	139	833	761	482	41	713	723
Kirkland Lake.....	264	139	245	246	112	22	245	280
Kitchener-Waterloo.....	808	307	722	809	556	39	311	294
Leamington.....	278	281	365	327	172	62	164	144
Lindsay.....	117	50	227	127	81	1	239	118
Listowel.....	58	56	73	61	41	3	104	102
London.....	2,059	1,230	2,744	2,015	1,130	304	1,495	930
Midland.....	88	18	258	101	58	14	339	355
Napanea.....	34	23	69	29	12	.....	91	69
New Toronto.....	638	264	840	465	300	5	864	518
Niagara Falls.....	298	30	563	292	210	20	612	449
North Bay.....	641	144	732	595	458	44	277	203
Orillia.....	229	38	226	227	183	16	144	183
Oshawa.....	1,254	328	3,183	1,322	867	56	1,163	1,021
Ottawa.....	2,214	948	2,027	1,788	962	160	2,621	2,270
Owen Sound.....	198	69	342	255	130	11	395	290
Parry Sound.....	59	6	274	48	40	.....	145	37
Pembroke.....	308	127	304	257	148	13	256	293
Perth.....	104	32	121	117	76	9	112	99
Peterborough.....	432	114	716	511	334	.....	813	754
Picton.....	68	35	69	66	47	.....	46	42
Port Arthur.....	1,671	1,949	884	597	573	14	796	601
Port Colborne.....	146	39	246	119	96	4	298	292
Prescott.....	50	41	125	49	34	.....	129	72
Renfrew.....	125	41	118	104	88	6	88	77
St. Catharines.....	928	294	1,127	805	507	104	1,035	1,016
St. Thomas.....	266	126	307	290	126	20	185	182
Sarnia.....	366	110	517	409	256	13	323	298
Sault Ste. Marie.....	426	231	339	320	317	.....	375	385
Simcoe.....	1,165	159	1,722	999	879	7	126	119
Sioux-Lookout.....	109	104	128	98	63	3	47	72
Smiths Falls.....	62	14	197	64	37	4	599	284
Stratford.....	435	76	591	419	100	277	390	190
Sturgeon Falls.....	127	20	220	151	99	7	186	108
Sudbury.....	1,807	1,242	2,448	740	377	142	2,288	774
Timmins.....	353	114	451	437	227	52	441	447
Toronto.....	14,325	7,894	11,843	11,273	6,774	1,367	8,472	7,990
Trenton.....	148	57	283	250	107	1	223	176
Walkerton.....	73	65	78	79	35	.....	121	109
Wallaceburg.....	152	16	174	153	136	.....	113	146
Wellsford.....	324	57	590	331	215	7	568	550
Weston.....	386	266	311	285	144	.....	291	294
Windsor.....	1,130	231	2,709	1,335	598	261	2,877	3,123
Woodstock.....	361	156	297	288	225	6	78	78
Manitoba.....	6,667	2,993	9,755	6,273	3,263	1,356	9,483	7,040
Brandon.....	550	451	534	414	300	18	500	419
Dauphin.....	85	27	134	65	45	4	147	113
Flin Flon.....	70	43	147	94	43	15	90	52
Portage la Prairie.....	151	65	168	121	88	4	161	142
The Pas.....	59	135	75	28	42	.....	96	53
Winnipeg.....	5,752	2,272	86,97	5,551	2,745	1,315	8,489	6,261

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS AUGUST 4 TO AUGUST 31, 1950: UNPLACED APPLICANTS AS AT SEPTEMBER 21, 1950

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Sept. 21 1950
					Regular	Casual		
Saskatchewan	5,780	1,985	6,741	5,386	3,227	714	3,982	2,927
Estevan.....	147	35	191	131	107	2	85	33
Moose Jaw.....	641	247	1,066	608	357	47	815	367
North Battleford.....	263	130	264	178	130	11	284	220
Prince Albert.....	498	225	599	495	220	60	533	452
Regina.....	2,130	501	2,529	2,284	1,220	408	818	527
Saskatoon.....	1,477	505	1,458	1,180	795	164	1,021	992
Swift Current.....	211	126	210	165	90	13	193	113
Weyburn.....	189	63	152	135	121	6	48	49
Yorkton.....	224	153	272	210	187	3	185	174
Alberta	8,194	2,719	10,271	7,706	4,401	1,286	7,202	5,645
Blairmore.....	110	86	85	48	59	.....	114	106
Calgary.....	3,288	929	4,338	3,222	1,859	480	2,963	2,092
Drumheller.....	96	23	155	91	66	.....	223	183
Edmonton.....	3,589	1,102	3,988	3,436	1,726	766	2,486	2,425
Edson.....	133	103	67	39	83	.....	103	51
Lethbridge.....	682	281	875	568	374	23	394	345
Medicine Hat.....	117	72	505	125	102	.....	514	203
Red Deer.....	179	123	258	177	132	17	405	240
British Columbia	12,318	4,416	18,067	11,486	6,368	1,320	20,297	18,515
Chilliwack.....	280	96	368	315	150	79	368	462
Courtenay.....	60	44	93	40	36	.....	117	218
Cranbrook.....	75	42	76	67	48	.....	114	114
Dawson Creek.....	125	37	87	76	85	.....	38	46
Duncan.....	166	70	268	267	154	6	172	163
Kamloops.....	265	144	206	143	129	.....	157	184
Kelowna.....	571	421	453	196	135	19	386	215
Nanaimo.....	241	40	648	290	117	62	534	480
Nelson.....	170	56	354	181	128	.....	207	136
New Westminster.....	764	280	1,887	877	382	176	2,528	2,506
Penticton.....	122	27	286	118	90	.....	287	133
Port Alberni.....	260	68	305	259	187	12	151	146
Prince George.....	773	237	527	678	482	72	110	116
Prince Rupert.....	317	97	288	289	236	1	177	185
Princeton.....	59	15	118	65	36	8	76	26
Trail.....	108	29	276	120	85	2	317	191
Vancouver.....	6,349	2,104	9,769	6,094	2,931	764	12,284	11,220
Vernon.....	639	252	477	411	375	10	174	118
Victoria.....	846	310	1,449	890	507	109	2,018	1,760
Whitehorse.....	128	47	132	110	75	.....	82	96
Canada	106,865	47,010	142,265	96,399	57,531	10,911	152,500	138,452
Males.....	75,449	30,414	101,945	66,780	43,161	7,001	98,150	85,089
Females.....	31,416	16,596	40,320	29,619	14,370	3,910	54,350	53,363

*Vancouver includes North Vancouver from March 10, 1950.

TABLE D-6.—APPLICANTS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1940-1950

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940.....	653,455	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (35 weeks).....	996,172	375,398	1,371,570	346,697	145,967	492,664

E—Unemployment Insurance

TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT, FROM JULY 1, 1949, TO JULY 1, 1950

At Beginning of Month of:	Total	Employed	Claimants ¹
1949—July.....	2,597,000	2,516,600	80,400
August.....	2,621,000	2,541,100	79,900
September.....	2,637,000	2,556,200	80,800
October.....	2,626,000	2,542,500	83,500
November.....	2,625,000	2,519,100	105,900
December.....	2,678,000	2,525,700	152,300
1950—January.....	2,667,000	2,444,900	222,100
February.....	2,659,000	2,361,800	297,200
March.....	2,644,000	2,357,800	286,200
April.....	2,715,000	2,449,600	265,400
May.....	2,659,000	2,449,100	209,900
June.....	2,690,000	2,543,500	146,500
July.....	2,733,000	2,623,600	109,400

(1) Ordinary claimants signing live Unemployment register of last working day of the preceding month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF AUGUST 31, 1950

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	396	93	38	54	114	24	73
Male.....	371	84	37	52	107	22	69
Female.....	25	9	1	2	7	2	4
(Male).....	(3,604)	(403)	(62)	(107)	(310)	(342)	(2,380)
(Female).....	(115)	(23)	(4)	(7)	(19)	(19)	(43)
Prince Edward Island.....	404	92	28	45	102	32	105
Male.....	262	69	19	30	66	18	60
Female.....	142	23	9	15	36	14	45
Nova Scotia.....	9,491	4,287	629	763	1,210	737	1,865
Male.....	8,112	4,048	525	556	982	586	1,415
Female.....	1,379	239	104	207	228	151	450
New Brunswick.....	5,848	1,639	514	567	950	674	1,504
Male.....	4,629	1,427	425	444	743	547	1,043
Female.....	1,219	212	89	123	207	127	461
Quebec.....	35,919	6,932	2,824	4,021	6,109	3,817	12,216
Male.....	21,768	5,101	1,829	2,372	3,445	2,035	6,986
Female.....	14,151	1,831	995	1,649	2,664	1,782	5,230
Ontario.....	30,931	11,143	2,330	2,988	3,651	2,365	8,454
Male.....	19,412	8,904	1,405	1,625	1,804	1,089	4,585
Female.....	11,519	2,239	925	1,363	1,847	1,276	3,869
Manitoba.....	5,898	2,175	368	468	671	437	1,779
Male.....	3,229	1,593	158	151	276	184	867
Female.....	2,669	582	210	317	395	253	912
Saskatchewan.....	2,271	907	164	188	226	163	623
Male.....	1,378	748	110	81	82	57	300
Female.....	893	159	54	107	144	106	323
Alberta.....	7,704	4,919	259	405	448	522	1,151
Male.....	6,465	4,546	150	247	261	422	839
Female.....	1,239	373	109	158	187	100	312
British Columbia.....	12,192	4,465	791	1,225	1,632	807	3,272
Male.....	7,967	3,263	549	775	838	458	2,084
Female.....	4,225	1,202	242	450	794	349	1,188
TOTAL.....	111,054	36,652	7,945	10,724	15,113	9,578	31,042
MALE.....	73,593	29,783	5,207	6,333	8,604	5,418	18,248
FEMALE.....	37,461	6,869	2,738	4,391	6,509	4,160	12,794

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO AUGUST, 1950

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950
January.....		4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053
February.....	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282
March.....	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533
April.....	2,925	3,953	6,403	8,430	35,781	35,859	48,963	58,141	80,028
May.....	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619
June.....	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284
July.....	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929
August.....	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545
September.....	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	.....
October.....	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	.....
November.....	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	.....
December.....	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	.....
Total.....	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,852	719,273

**TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
AUGUST, 1950**

Province	Claims filed at Local Offices ⁽¹⁾			Disposal of Claims (including claims pending from previous months) ⁽²⁾		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland ⁽³⁾	256 (545)	211 (429)	45 (116)	111 (470)	82 (592)	12 (759)
Prince Edward Island	182	118	64	113	38	31
Nova Scotia.....	6,233	3,958	2,275	3,698	698	2,442
New Brunswick.....	2,872	1,800	1,072	1,622	422	1,201
Quebec.....	16,937	10,063	6,874	11,434	3,641	5,209
Ontario.....	18,825	12,737	6,088	9,865	3,144	8,754
Manitoba.....	3,506	2,108	1,398	1,689	544	1,637
Saskatchewan.....	1,457	1,120	337	576	163	837
Alberta.....	3,283	2,433	850	1,709	399	1,804
British Columbia.....	7,994	4,574	3,420	4,926	1,358	3,121
Total Canada, August, 1950.....	61,545	39,122	22,423	35,743	10,489	25,203
Total Canada, July, 1950.....	52,179	25,451	18,478	38,533	14,116	10,989
Total Canada, August, 1949.....	50,291	30,285	20,006	41,026	10,238	12,189

⁽¹⁾ Includes 8,269 revised claims.

⁽²⁾ In addition, 8,287 revised claims were disposed of. Of these 386 were special requests not granted, and 909 were appeals by claimants. There were 1,081 revised claims pending at the end of the month.

⁽³⁾ Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

N.B.—Beginning with this issue, provincial figures for revised claims will not be shown.

TABLE E-5.—CLAIMANTS ⁽¹⁾ NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of August, 1949	Month of August, 1950	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	3,884	4,094	36,885
Not employed.....	959	1,678	11,152
Not capable of and not available for work.....	885	1,381	6,400
Loss of work due to a labour dispute.....	324	161	1,276
Refused offer of work and neglected opportunity to work.....	1,445	1,666	7,280
Discharged for misconduct.....	629	617	3,473
Voluntarily left employment without just cause.....	3,671	3,723	18,727
Other reasons ⁽²⁾	1,031	665	3,976
Total.....	12,828	13,985	89,169

⁽¹⁾ Includes 3,496 revised claims, disqualified.

⁽²⁾ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

**TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK
AUGUST 26 TO SEPTEMBER 1 INCLUSIVE, AND NUMBER COMMENCING
BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT OF
BENEFIT PAID DURING MONTH OF AUGUST, 1950**

Province	Number Receiving Benefit During Week August 26-September 1 inclusive	Number Commencing Benefit During Month of August, 1950	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	171 (1,829)	132 (696)	7,490 (131,007)	19,819 (246,318)
Prince Edward Island.....	296	130	8,191	17,560
Nova Scotia.....	4,032	1,771	111,292	267,525
New Brunswick.....	2,660	1,432	93,236	219,768
Quebec.....	26,537	11,031	766,194	1,723,931
Ontario.....	18,579	8,355	504,984	1,156,007
Manitoba.....	3,724	1,515	103,161	223,222
Saskatchewan.....	1,152	498	36,173	78,653
Alberta.....	2,562	1,256	75,020	184,299
British Columbia.....	7,590	4,488	219,443	522,208
Total, Canada, August, 1950.....	67,303	30,628	1,925,184	4,412,992
Total, Canada, July, 1950.....	.....	30,945	2,053,009	4,726,614
Total, Canada, August, 1949.....	.....	34,422	1,650,997	3,717,000

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO AUGUST 31, 1950

Fiscal Year Ended March 31	RECEIPTS										DISBURSEMENTS				BALANCE
	CONTRIBUTIONS (Gross less refunds)				Government Refund Re. Supp. Ben. Classes 3 and 4	Fines	Interest on Investments and Profit on Sale of Securities		Total Revenue	BENEFIT PAYMENTS			Balance in Fund		
	Employer and Employee		Government				Ordinary	Supplementary		Total					
	\$	cts.	\$	cts.	\$	cts.			\$		cts.	\$	cts.	\$	cts.
1942.....	36,435,609 05	7,287,121 81					269,268 74	43,991,999 60	27,752 92			27,752 92	43,964,246 68		
1943.....	57,434,651 43	11,487,057 90		638 11	1,840,448 56	70,762,796 00	716,012 75					716,012 75	114,011,029 93		
1944.....	61,720,785 00	12,344,421 74		1,323 67	3,972,047 14	78,038,577 55	1,721,666 29					1,721,666 29	190,327,941 19		
1945.....	63,728,855 44	12,746,179 30		2,041 02	6,195,926 42	82,673,002 18	4,966,483 51					4,966,483 51	208,034,459 86		
1946.....	62,566,589 66	12,513,778 66		2,303 66	6,116,768 84	81,199,440 82	31,993,240 34					31,993,240 34	317,240,660 34		
1947.....	76,015,030 91	15,203,457 58		3,820 43	7,529,985 56	98,752,294 48	43,114,329 18					43,114,329 18	372,878,625 64		
1948.....	83,870,834 47	16,366,400 70		5,322 60	9,560,776 12	109,803,333 89	34,947,020 32					34,947,020 32	447,734,939 21		
1949.....	98,581,559 98	20,924,013 71		8,359 08	12,113,317 56	131,627,250 33	49,826,752 16					49,826,752 16	529,535,437 38		
1950.....	104,432,415 94	20,094,332 20		17,731 42	14,391,257 71	138,935,737 27	85,006,136 24					85,824,202 13	582,646,972 52		
April.....	9,012,614 79	1,779,207 99		1,675 00	1,207,873 23	12,021,371 01	11,852,510 62					2,487,558 22	580,328,274 69		
May.....	8,250,223 46	1,650,025 60	13,425 50	2,967 00	1,207,873 23	11,124,514 79	9,583,280 19					909,879 87	580,959,629 42		
June.....	8,612,676 59	1,722,248 56		3,401 00	1,207,018 15	11,545,344 30	6,374,712 79					281,441 50	585,848,819 43		
July.....	9,122,651 74	1,825,008 73		4,927 35	1,221,426 54	12,174,014 36	4,723,264 87					34,504 55	593,265,064 37		
August.....	*11,110,254 79	2,220,928 27		2,902 00	1,238,366 13	14,572,451 19	4,409,087 61					10,561 55	603,417,866 40		
SUB-TOTAL.....	46,108,421 37	9,217,419 15	13,425 50	15,872 35	6,082,557 28	61,437,995 65	36,942,856 08					3,723,945 69	603,417,866 40		
TOTAL.....	690,894,753 25	138,184,182 75	13,425 50	57,412 34	68,072,353 93	897,222,127 77	289,262,249 79					4,542,011 58	603,417,866 40		

*Stamps \$5,703,703.69. Meter \$1,277,249.36. Bulk \$3,998,059.63. Arm. Serv. \$129,242.11. Total \$11,110,254.79.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

—	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
April.....	60.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	129.1	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.6	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1950

(BASE: August 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	Sept. 1 1949	Aug. 1 1950	Sept. 1 1950						
Halifax.....	155.6	158.9	160.3	217.1	117.5	132.6	193.4	156.6	123.2
St. John.....	159.4	164.9	166.0	210.1	122.4	137.0	198.6	164.6	132.4
Montreal.....	165.7	172.3	174.7	230.5	135.4	137.4	174.8	176.4	130.8
Toronto.....	158.2	164.4	166.1	210.4	138.2	161.0	180.7	166.8	131.4
Winnipeg.....	156.6	163.1	164.3	219.8	130.0	122.5	176.1	172.8	125.8
Saskatoon.....	162.8	167.2	167.8	224.6	126.1	140.8	187.3	173.9	123.5
Edmonton.....	156.8	165.0	165.0	225.1	120.8	114.6	186.3	162.9	129.7
Vancouver.....	163.5	169.6	170.8	225.7	124.8	142.6	190.7	163.9	136.5

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Dec. 1941	Sept. 1945	Sept. 1946	Sept. 1948	Sept. 1949	Aug. 1950	Sept. 1950	Price Sept. 1950
Beef, sirloin steak.....	lb.	120.7	154.8	163.8	258.8	258.1	328.2	331.4	92.2
Beef, round steak.....	lb.	125.7	167.9	177.6	286.1	287.3	365.3	368.3	87.8
Beef, rolled rib roast, prime.....	lb.	125.5	174.8	186.1	284.8	288.7	357.9	360.0	84.2
Beef, blade roast, blade removed.....	lb.	132.7	161.6	169.2	301.3	306.9	389.3	394.8	65.0
Beef, stewing, boneless.....	lb.	136.7	168.3	173.5	329.5	342.7	438.1	444.6	61.9
Veal, front roll, boneless.....	lb.	139.3	174.6	174.0	288.8	314.2	360.4	366.2	62.7
Lamb, leg roast.....	lb.	109.9	159.2	162.0	241.2	248.6	315.5	300.8	85.9
Pork, fresh loins, centre cut.....	lb.	125.3	143.1	163.0	243.9	249.4	244.4	255.6	68.8
Pork, fresh shoulder, hock off.....	lb.	127.0	142.9	164.3	265.1	278.8	285.6	301.2	56.1
Bacon, side, fancy, sliced, rind off.....	lb.	132.3	141.8	162.7	232.0	236.1	222.5	223.5	83.2
Lard pure, package.....	lb.	151.3	158.8	178.1	313.2	205.3	203.6	241.4	26.8
Shortening, package.....	lb.	134.7	137.5	141.0	286.1	221.5	222.9	229.9	33.0
Eggs, grade "A" Large, carton.....	doz.	156.4	171.4	178.3	209.4	237.4	200.1	206.9	63.7
Milk.....	qt.	111.0	95.4	114.7	159.6	164.2	166.1	166.1	13.1
Butter, creamery, prints.....	lb.	140.5	144.3	164.8	267.4	230.8	211.0	215.0	58.7
Cheese, plain mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.9	168.7	223.8	226.7	224.5	225.2	30.0
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	150.8	165.1	165.1	176.1	11.2
Flour, all purpose.....	lb.	127.3	124.2	124.2	187.9	221.2	221.2	221.2	7.4
Rolls Oats, package.....	lb.	112.0	114.0	114.0	152.0	155.2	178.1	182.6	12.1
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	100.0	160.9	163.0	164.1	165.2	15.2
Tomatoes, canned, 2 $\frac{1}{2}$'s.....	tin	129.9	137.7	142.5	252.8	190.6	171.6	171.6	18.0
Peas, 15 oz.....	tin	117.5	121.7	126.7	151.7	146.7	144.9	144.9	16.4
Corn, Cream, choice, 15 oz.....	tin	128.3	132.7	135.4	200.0	186.7	169.4	169.4	15.2
Beans, dry.....	lb.	129.4	133.3	137.3	296.1	264.7	240.9	240.9	11.9
Onions, cooking.....	lb.	108.2	134.7	144.9	146.9	163.3	177.5	161.3	8.0
Potatoes, No. 1, table.....	10 lbs.	89.9	169.2	151.5	155.0	162.3	189.5	148.6	32.7
Prunes, bulk or in bag.....	lb.	115.8	120.2	143.0	173.7	189.5	207.8	209.5	24.2
Raisins, seedless, bulk or in bag.....	lb.	104.0	107.9	125.8	137.7	127.8	132.6	133.2	19.6
Oranges, California.....	doz.	132.5	155.6	151.5	115.7	130.0	142.2	142.2	39.0
Lemons.....	$\frac{1}{2}$ doz.	111.3	147.7	143.1	138.5	147.4	177.4	173.0	27.5
Jam, strawberry, 16 oz.....	jar	111.3	114.5	135.2	151.0	146.7	155.0	157.9	26.7
Peaches, 20 oz.....	tin	101.5	105.6	112.2	154.3	142.6	141.1	141.6	27.4
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	133.3	147.3	141.4	142.2	143.6	19.2
Corn Syrup, 2 lb.....	tin	138.0	158.2	171.7	191.5	178.1	179.3	181.6	30.9
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	132.3	149.2	150.8	174.3	188.6	11.9
Sugar, yellow, in branded package.....	lb.	131.3	134.9	134.9	154.0	155.6	179.2	191.8	12.2
Coffee, medium quality, in bag.....	lb.	141.6	131.7	133.1	184.6	189.6	281.3	289.7	99.9
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.5	176.9	181.3	181.7	53.2

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh Shoulder, hock-off, per lb.	Bacon, side, fancy, sliced, rind-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—			b	b	b					
1—Charlottetown.....	80.0	74.6	68.3	55.0	51.4	.....	.....	64.5	54.7	.....
Nova Scotia—										
2—Halifax.....	92.2	86.5	83.2	62.9	61.5	51.7	84.0	75.9	56.3	87.3
3—New Glasgow.....	88.4	82.9	76.1	61.0	59.1	.....	84.5	66.5	55.8	83.7
4—Sydney.....	102.3	97.5	.....	b	.....	.....	.....	69.3	.....	89.4
5—Truro.....	.....	78.0	.....	60.3	54.5	.....	76.0	65.0	.....	82.0
New Brunswick—				b						
6—Fredericton.....	83.2	72.7	73.0	53.5	50.3	57.5	72.3	61.4	45.7	81.7
7—Moncton.....	84.1	79.9	77.6	58.4	51.9	.....	76.6	67.0	54.9	83.5
8—Saint John.....	96.7	87.1	79.8	62.9	61.6	58.6	83.9	68.4	56.4	84.2
Quebec—										
9—Chicoutimi.....	105.0	97.5	.....	.....	.....	.....	.....	63.7	54.5	84.4
10—Hull.....	86.0	84.9	75.7	61.7	56.8	55.6	.....	62.7	52.1	77.1
11—Montreal.....	103.4	96.2	89.6	62.9	59.9	62.6	81.8	62.6	54.0	74.4
12—Quebec.....	97.6	93.1	77.8	58.9	53.8	62.2	80.2	53.4	47.5	76.5
13—St. Hyacinthe.....	84.9	81.3	76.7	57.8	53.0	62.8	.....	61.4	52.9	74.7
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	77.8
15—Sherbrooke.....	91.0	87.1	74.4	56.3	50.5	56.5	.....	62.1	53.8	81.7
16—Sorel.....	85.1	81.9	75.3	55.2	50.8	.....	.....	65.0	48.5	79.4
17—Thetford Mines.....	83.3	81.3	.....	.....	.....	.....	.....	.....	47.5	.....
18—Three Rivers.....	101.4	87.7	71.6	51.6	48.0	.....	.....	60.5	52.1	79.0
Ontario—				b						
19—Belleville.....	86.7	84.3	79.3	64.3	63.3	.....	.....	68.3	51.7	78.7
20—Brantford.....	93.7	89.5	90.2	70.9	64.7	63.6	93.6	71.0	55.4	82.1
21—Brockville.....	94.7	93.0	92.7	66.0	66.0	54.3	.....	70.8	58.3	82.0
22—Chatham.....	98.3	94.6	91.8	69.7	66.4	.....	.....	74.0	57.9	80.5
23—Cornwall.....	88.3	87.3	83.4	66.5	65.5	.....	.....	68.0	57.3	79.3
24—Fort William.....	85.9	81.6	82.6	62.2	62.0	.....	.....	66.7	.....	83.3
25—Galt.....	94.0	90.5	86.7	69.0	62.7	.....	.....	68.3	55.3	80.8
26—Guelph.....	94.9	93.0	90.2	69.6	66.7	65.0	90.0	69.8	54.3	81.3
27—Hamilton.....	98.5	93.5	89.9	69.9	65.7	66.4	91.1	72.2	54.8	79.0
28—Kingston.....	90.3	86.9	84.4	64.9	60.6	.....	87.3	66.7	50.5	81.4
29—Kitchener.....	94.3	93.4	86.4	68.7	67.5	64.2	89.5	71.5	56.6	81.9
30—London.....	96.3	94.8	88.1	70.9	65.4	.....	88.7	71.6	55.9	82.4
31—Niagara Falls.....	96.9	91.8	89.8	68.1	67.0	.....	.....	71.2	55.5	79.0
32—North Bay.....	90.4	88.4	82.3	66.0	61.8	.....	.....	67.8	51.7	83.9
33—Oshawa.....	91.4	90.4	85.4	67.1	64.0	.....	.....	67.1	53.3	78.5

COAL AND RENTALS BY CITIES, SEPTEMBER, 1950

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{2}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, All-purpose per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—			e							
1—Charlottetown.....	27-8	34-2	64-7	16-0	61-2	32-7	10-7	7-9	11-6	16-6
Nova Scotia—			e							
2—Halifax.....	27-4	33-8	68-3	19-0	63-4	30-8	11-2	7-8	13-1	15-9
3—New Glasgow.....	25-8	32-3	67-3	19-0	61-9	31-2	12-0	7-7	12-5	16-4
4—Sydney.....	26-6	32-2	71-7	20-0	63-3	31-2	12-0	7-9	12-6	16-5
5—Truro.....	25-2	32-5	66-7	18-0	62-6	32-0	12-0	7-9	13-5	15-4
New Brunswick—			c							
6—Fredericton.....	26-0	32-4	70-1	17-0	61-4	31-5	11-3	7-9	12-3	15-7
7—Moncton.....	28-0	33-5	68-9	17-0	60-5	30-5	11-3	8-1	12-8	15-9
8—Saint John.....	27-4	33-8	71-4	18-0	61-4	31-9	11-3	7-9	12-5	15-7
Quebec—			e							
9—Chicoutimi.....	29-2	36-5	63-3	17-0	57-9	31-8	12-8	8-0	.....	17-3
10—Hull.....	27-0	31-4	61-9	19-0	56-8	29-2	10-7	7-1	11-3	14-9
11—Montreal.....	27-3	33-3	64-2	17-5	57-6	29-5	10-7	7-2	12-2	14-9
12—Quebec.....	27-4	33-9	64-6	17-0	58-2	30-8	10-5	7-2	12-4	15-6
13—St. Hyacinthe.....	26-2	32-6	62-6	16-0	57-6	28-4	10-7	7-4	12-2	14-9
14—St. Johns.....	27-8	33-8	65-0	16-0	57-8	31-0	9-3	7-5	12-7	15-3
15—Sherbrooke.....	24-6	31-7	65-1	17-0	56-9	30-2	10-9	7-7	11-8	15-6
16—Sorel.....	25-1	31-6	62-5	16-0	55-8	29-4	9-3	7-7	11-3	15-2
17—Thetford Mines.....	26-8	32-6	64-3	16-0	56-9	30-9	10-0	8-2	11-6	16-2
18—Three Rivers.....	22-5	31-9	65-9	17-0	55-1	29-3	9-3	7-1	12-7	15-3
Ontario—			f							
19—Belleville.....	27-6	31-9	58-5	18-0	59-1	29-7	10-7	7-7	12-1	14-8
20—Brantford.....	25-7	32-0	63-0	18-0	58-5	28-3	10-7	7-3	12-0	15-0
21—Brockville.....	27-5	33-1	64-3	18-0	58-7	28-9	10-7	7-3	11-8	15-1
22—Chatham.....	25-7	33-2	59-3	19-0	59-6	29-3	10-7	7-6	12-7	15-0
23—Cornwall.....	27-2	32-1	64-7	18-0	57-5	29-2	9-3	7-2	11-7	14-8
24—Fort William.....	24-2	30-9	62-4	20-0	57-0	30-9	10-7	7-2	11-5	15-3
25—Galt.....	27-8	32-5	62-7	18-0	59-2	28-8	10-7	7-3	12-3	14-8
26—Guelph.....	27-8	32-9	63-3	19-0	58-9	28-9	10-7	7-4	12-2	15-5
27—Hamilton.....	27-1	32-7	64-1	19-0	59-2	28-9	10-7	7-3	11-9	14-8
28—Kingston.....	24-9	32-1	62-8	18-0	57-5	29-4	10-0	7-1	12-4	14-7
29—Kitchener.....	25-1	32-4	60-7	19-0	58-8	28-9	10-7	7-5	11-5	14-9
30—London.....	27-6	32-8	61-4	18-0	59-0	29-4	10-7	7-2	12-3	15-2
31—Niagara Falls.....	27-6	33-5	65-4	19-0	59-9	29-7	10-7	7-2	11-7	14-6
32—North Bay.....	27-8	33-6	69-0	18-0	59-2	30-0	10-7	7-9	12-9	15-7
33—Oshawa.....	26-8	32-6	63-7	18-0	58-3	28-9	10-7	7-4	11-5	14-7

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, blade removed per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh Shoulder, hock-off, per lb.	Bacon, side, fancy, sliced, rind-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	94.1	89.9	87.0	68.2	61.6	58.4	89.6	66.5	56.1	79.3
35—Owen Sound.....	93.0	90.0	88.0	66.3	59.0	.....	.....	69.7	56.5	82.9
36—Peterborough.....	95.6	93.5	86.7	68.3	66.7	.....	88.3	69.7	55.0	79.2
37—Port Arthur.....	82.4	78.6	78.8	60.6	61.1	.....	.....	65.8	54.7	83.2
38—St. Catharines.....	93.7	89.7	.....	68.7	66.7	.....	.....	70.3	.....	79.3
39—St. Thomas.....	92.7	90.5	87.7	68.5	65.2	57.3	83.7	70.6	57.5	78.9
40—Sarnia.....	91.6	89.0	84.1	66.6	63.4	64.7	84.3	69.9	57.1	79.9
41—Sault Ste. Marie.....	92.7	91.0	81.2	65.7	67.7	.....	.....	70.9	57.5	80.1
42—Stratford.....	95.8	93.6	88.0	67.4	63.0	.....	.....	69.8	57.3	79.7
43—Sudbury.....	92.3	90.9	84.0	67.4	65.9	.....	.....	67.1	57.2	83.9
44—Timmins.....	96.1	94.7	88.9	69.1	66.4	64.7	92.7	69.1	57.5	83.8
45—Toronto.....	96.7	91.9	92.0	71.0	64.2	63.3	87.2	70.5	53.4	81.2
46—Welland.....	90.3	89.4	84.0	68.0	64.5	.....	.....	71.4	57.9	79.2
47—Windsor.....	91.5	86.8	85.1	65.3	64.4	.....	90.5	66.2	52.4	80.2
48—Woodstock.....	93.3	93.3	88.0	68.7	66.0	.....	93.3	69.0	51.7	82.5
Manitoba—										
49—Brandon.....	90.0	85.0	.....	61.0	57.3	.....	.....	68.3	.....	87.1
50—Winnipeg.....	87.3	80.0	86.6	64.8	60.7	59.3	79.8	67.8	59.3	83.1
Saskatchewan—										
51—Moose Jaw.....	84.3	78.7	77.8	64.5	61.2	.....	90.0	69.0	55.2	86.5
52—Prince Albert.....	80.0	76.0	72.5	59.3	59.0	65.0	.....	67.2	56.0	86.0
53—Regina.....	82.7	79.1	79.4	63.1	61.6	66.0	85.6	69.1	59.8	88.9
54—Saskatoon.....	81.6	77.3	76.4	58.1	57.5	65.5	79.7	67.3	59.3	86.2
Alberta—										
55—Calgary.....	91.4	85.8	89.3	70.2	63.2	71.3	84.8	68.7	59.7	86.3
56—Drumheller.....	90.0	87.0	82.7	66.8	61.5	.....	.....	72.4	58.8	88.5
57—Edmonton.....	88.8	82.3	83.7	59.5	61.5	66.6	86.1	66.1	56.8	87.8
58—Lethbridge.....	.....	84.7	88.5	66.7	66.7	61.7	.....	.....	.....	89.0
British Columbia—										
59—Nanaimo.....	97.7	93.4	92.4	67.7	65.0	.....	91.0	84.4	70.2	93.9
60—New Westminster.....	97.6	91.0	87.3	70.4	67.1	65.0	79.3	79.9	64.0	94.4
61—Prince Rupert.....	100.3	96.5	98.3	68.7	68.0	.....	.....	68.3	65.0	94.7
62—Trail.....	96.6	91.4	84.2	66.1	65.5	.....	.....	75.0	66.4	97.2
63—Vancouver.....	105.3	92.8	99.3	78.1	69.2	72.7	86.8	80.8	66.2	93.0
64—Victoria.....	108.1	97.3	96.2	71.6	73.3	75.0	95.7	83.3	64.6	89.3

COAL AND RENTALS BY CITIES, SEPTEMBER, 1950

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade 'A' large, carton per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{2}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, All-purpose per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	27-0	32-8	63-7 _e	19-0	58-8	29-7	10-7	7-3	12-2	14-7
35—Owen Sound.....	26-3	32-6	59-1	18-0	58-7	28-5	10-7	7-4	12-2	15-3
36—Peterborough.....	26-6	32-2	62-6	18-0	58-0	29-0	10-7	7-3	12-2	13-8
37—Port Arthur.....	23-9	31-1	62-8	20-0	56-9	30-7	10-7	7-0	11-7	15-4
38—St. Catharines.....	27-3	31-9	65-3	19-0	58-5	28-6	10-7	7-1	11-5	14-6
39—St. Thomas.....	26-2	32-8	62-4	18-0	59-3	29-5	10-7	7-4	12-7	15-1
40—Sarnia.....	26-1	33-5	60-8	18-0	59-6	30-4	10-7	7-7	11-9	14-7
41—Sault Ste. Marie.....	25-6	32-2	67-2 _f	20-0	58-6	30-5	11-3	7-5	12-2	15-0
42—Stratford.....	28-3	33-4	60-7	18-0	58-9	29-0	10-7	7-2	12-1	15-4
43—Sudbury.....	25-3	32-7	65-6	20-0	59-3	29-6	10-7	8-0	12-9	15-4
44—Timmins.....	25-3	32-7	64-3	20-0	57-9	30-0	11-3	7-7	11-6	15-5
45—Toronto.....	27-6	32-6	64-3	19-0	59-0	28-6	10-7	7-2	11-8	14-4
46—Welland.....	27-1	33-3	65-7 _c	19-0	59-3	29-4	10-7	6-9	11-5	14-5
47—Windsor.....	26-0	33-1	62-8	19-0	58-5	29-3	10-7	7-4	12-6	15-3
48—Woodstock.....	26-0	32-2	60-0	18-0	58-3	29-4	10-7	6-6	11-9	14-9
Manitoba—										
49—Brandon.....	27-3	33-5	60-7	16-0	56-9	31-3	10-7	7-4	12-1	15-6
50—Winnipeg.....	26-7	33-3	59-5	17-0	56-7	30-5	13-0	7-0	11-5	15-0
Saskatchewan—										
51—Moose Jaw.....	27-3	34-0	.....	18-0	56-2	29-3	12-0	.....	10-9	15-0
52—Prince Albert.....	24-9	33-6	60-5	18-0	56-9	29-9	10-4	7-4	12-2	15-1
53—Regina.....	27-9	35-4	55-9	18-0	55-3	30-6	12-0	7-2	11-9	15-2
54—Saskatoon.....	24-9	34-5	54-4	18-0	56-1	29-8	11-2	7-0	12-0	15-0
Alberta—										
55—Calgary.....	27-0	34-5	59-6	19-0	57-0	30-0	11-2	7-2	11-9	15-1
56—Drumheller.....	28-0	37-2	61-0	20-0	58-9	31-2	11-2	7-7	12-5	16-0
57—Edmonton.....	26-3	35-0	57-1 _e	18-0	56-7	30-2	11-2	7-1	11-8	14-8
58—Lethbridge.....	24-0	33-0	60-3	18-0	57-0	29-7	11-2	7-3	11-4	14-6
British Columbia—										
59—Nanaimo.....	29-7	31-5	65-4	19-0	61-5	31-1	13-9	7-2	11-4	15-1
60—New Westminster.....	29-3	31-1	63-9	19-0	60-2	29-5	13-9	7-2	12-1	14-9
61—Prince Rupert.....	29-4	35-0	71-4	25-0	61-1	33-3	14-0	7-9	12-5	16-4
62—Trail.....	28-7	34-7	68-8 _e	20-0	59-6	31-0	14-0	7-5	11-3	15-2
63—Vancouver.....	27-9	29-9	63-9	17-0	60-3	30-2	13-9	7-3	11-5	14-8
64—Victoria.....	29-8	32-7	68-0	19-0	60-5	30-5	13-9	7-6	12-2	14-9

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb	Onions, cooking, per lb	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bags per lb	Raisins, Australian seedless, bulk, or in bag per lb.	Oranges, California per dozen	Lemons, 300's per 4 dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	20.3	16.0	15.6	11.5	9.0	24.9	25.8	20.0	47.1	37.3	50.7
Nova Scotia—											
2—Halifax.....	20.4	17.1	16.2	11.5	7.2	29.2	25.9	17.9	42.3	27.0	51.0
3—New Glasgow.....	20.3	.....	15.9	10.7	7.5	31.1	26.7	23.7	39.6	29.3	48.6
4—Sydney.....	20.3	16.4	16.4	10.4	7.2	29.6	28.3	19.1	39.9	30.0	50.1
5—Truro.....	19.3	.....	.....	10.9	8.0	27.8	26.3	18.7	42.9	28.3	50.5
New Brunswick—											
6—Fredericton.....	18.6	17.6	18.3	11.3	8.7	28.0	24.2	19.5	46.5	28.4	49.4
7—Moncton.....	19.2	16.6	14.5	10.9	8.5	25.5	26.2	18.3	41.1	29.4	51.0
8—Saint John.....	17.6	16.3	14.8	11.5	8.0	23.4	24.9	19.3	42.3	28.0	51.3
Quebec—											
9—Chicoutimi.....	15.8	.....	.....	.....	10.5	33.5	.....	22.5	42.0	28.8	56.8
10—Hull.....	14.7	16.9	.....	10.5	7.6	30.3	24.3	19.1	34.8	26.5	48.4
11—Montreal.....	14.7	13.1 ^g	13.3 ^g	11.1	8.8	25.0	23.3	18.6	38.1	23.5	50.4
12—Quebec.....	15.5	17.0	14.7	11.4	8.8	23.0	22.7	19.3	38.4	27.1	53.1
13—St. Hyacinthe.....	14.3	16.9	14.9	10.1	8.2	24.7	23.5	18.6	39.9	24.9	49.6
14—St. Johns.....	16.3	.....	.....	10.8	9.3	24.2	23.4	20.3	37.8	30.0	50.5
15—Sherbrooke.....	14.9	14.9	.....	10.3	8.8	26.0	26.3	19.6	39.6	24.8	52.5
16—Sorel.....	14.9	15.6	.....	10.7	9.7	27.4	21.0	18.7	39.0	22.5	48.7
17—Thetford Mines.....	15.9	.....	.....	11.3	9.1	29.1	24.3	20.5	39.3	25.0	49.9
18—Three Rivers.....	15.0	.....	.....	10.5	8.9	24.9	21.7	19.7	36.6	26.1	49.8
Ontario—											
19—Belleville.....	16.3	14.6	15.5	12.8	7.9	35.0	.....	19.3	38.4	28.5	47.3
20—Brantford.....	17.8	15.6	14.7	11.4	7.3	35.4	.....	18.3	37.2	25.7	46.9
21—Brockville.....	16.2	17.9	14.9	12.2	9.3	33.3	25.0	19.7	39.0	26.9	48.9
22—Chatham.....	17.6	16.3	13.6	10.7	7.4	30.0	23.0 ⁿ	18.0	35.1	26.0	48.6
23—Cornwall.....	17.7	15.0	14.8	11.4	7.8	29.7	24.0 ⁿ	22.7 ^j	37.5	23.3	47.0
24—Fort William.....	17.6	17.4	14.4	11.8	8.1	41.8	23.0 ⁿ	22.3 ⁱ	38.1	29.0	51.1
25—Galt.....	16.4	18.3	13.6	11.1	7.6	34.1	25.7 ^p	18.8	35.1	27.0	47.0
26—Guelph.....	16.6	16.0	14.5	11.3	6.8	32.8	23.3 ⁿ	19.1	37.8	26.6	45.0
27—Hamilton.....	16.6	17.8	14.8 ^s	13.0	6.8	32.1	26.3 ⁿ	18.8	38.4	27.7	46.9
28—Kingston.....	16.1	15.0	14.5	11.9	7.7	30.9	23.7	18.3	37.8	25.5	47.8
29—Kitchener.....	17.6	16.5	14.5	11.0	7.2	29.5	24.3 ⁿ	18.6	37.5	27.4	47.1
30—London.....	17.3	16.4	14.8	10.5	6.9	28.7	23.3 ⁿ	17.7	36.9	24.9	46.0
31—Niagara Falls.....	16.3	16.3	14.7	11.7	7.1	28.6	.....	19.0 ⁱ	38.4	27.6	47.7
32—North Bay.....	18.5	.....	15.8 ^s	11.9	8.9	35.5	.....	21.3 ⁱ	38.4	29.7	49.0
33—Oshawa.....	16.1	16.6	14.1 ^s	11.5	8.1	28.7	.....	18.4	37.5	27.1	47.0

COAL AND RENTALS BY CITIES, SEPTEMBER, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per ½ lb package	Coal		Rent (a)
				Granulated, bulk or in bag per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	28·7	37·9	34·7	11·9	11·5	107·1	50·2	.....	15.50	.....
Nova Scotia—										
2—Halifax.....	28·6	39·3	33·0	11·8	12·3	105·1	50·2	.....	16.75	31.00-35.00
3—New Glasgow.....	28·5	43·0	34·0	12·0	12·3	109·2	50·0	.....	.....	.....
4—Sydney.....	29·3	44·9	32·7	12·1	12·1	101·7	50·3	.....	11.85	22.00-26.00
5—Truro.....	29·7	38·3	33·5	12·3	12·3	107·1	50·1	.....	15.70	.....
New Brunswick—										
6—Fredericton.....	.....	41·0	33·0	11·5	11·6	100·5	50·0	.....	16.80	23.00-27.00
7—Moncton.....	28·5	39·6	32·6	11·9	.....	100·3	50·0	.....	16.47	.....
8—Saint John.....	28·0	39·6	32·9	11·6	11·8	103·7	50·5	.....	17.75	23.50-27.50
Quebec—										
9—Chicoutimi.....	29·8	42·5	35·0	11·6	11·2	108·6	56·5	25.87	.....	.....
10—Hull.....	25·9	37·9	29·0	11·6	11·1	101·5	53·5	25.50	.....	.....
11—Montreal.....	27·9	39·0	28·8	11·3	11·7	104·3	54·7	26.40	.....	28.50-32.50
12—Quebec.....	28·1	42·5	30·9	12·1	11·9	106·2	56·2	24.50	.....	33.00-37.00
13—St. Hyacinthe.....	27·7	37·9	30·4	11·1	11·2	101·2	54·6	26.00	.....	.....
14—St. Johns.....	27·7	39·3	31·0	11·3	11·1	104·2	55·6	24.00	.....	.....
15—Sherbrooke.....	28·6	38·7	30·3	11·3	11·3	106·8	56·0	25.00	.....	25.50-29.50
16—Sorel.....	27·1	39·1	30·6	11·1	10·7	100·7	53·4	23.75	.....	.....
17—Thetford Mines.....	26·8	39·7	32·3	12·1	10·9	100·4	53·0	.....	.....	.....
18—Three Rivers.....	26·0	39·2	29·2	11·3	11·5	105·5	55·9	24.50	.....	.....
Ontario—										
19—Belleville.....	.....	35·7	29·0	12·0	11·9	101·3	54·6	24.50	.....	.....
20—Brantford.....	26·2	33·7	28·9	11·3	11·4	94·8	54·6	24.25	.....	24.50-28.50
21—Brockville.....	.....	37·8	29·5	11·2	11·7	101·3	54·3	24.50	.....	.....
22—Chatham.....	.....	36·0	29·3	12·3	12·3	97·7	54·7	24.50	.....	.....
23—Cornwall.....	26·7	36·8	29·1	11·1	11·1	106·7	54·6	26.25	.....	.....
24—Fort William.....	26·0	37·8	31·4	12·1	12·2	95·6	52·1	26.00	.....	31.50-35.50
25—Galt.....	.....	35·5	28·3	11·6	11·7	99·1	54·5	25.50	.....	.....
26—Guelph.....	26·0	32·7	28·9	11·7	11·9	97·0	54·4	24.75	.....	.....
27—Hamilton.....	25·4	32·9	28·5	11·5	12·2	99·6	54·8	24·00	.....	33.00-37.00
28—Kingston.....	27·8	34·9	28·8	11·4	11·6	96·8	52·6	25.50	.....	37.50-41.50
29—Kitchener.....	26·1	35·9	28·2	11·3	11·2	95·1	55·9	24.50	.....	32.50-36.50
30—London.....	26·4	37·2	28·9	11·6	11·8	101·2	54·3	24.50	.....	31.00-35.00
31—Niagara Falls.....	.....	36·2	29·4	11·1	12·1	96·3	55·0	24.00	.....	.....
32—North Bay.....	.....	39·5	31·0	12·4	12·6	111·6	54·5	26.75	.....	.....
33—Oshawa.....	.....	.....	28·7	11·5	11·7	98·7	54·4	24.50	.....	.....

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bags per lb.	Raisins, Australian seedless, bulk, or in bag per lb.	Oranges, California per dozen	Lemons, 300's per $\frac{1}{2}$ dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, $2\frac{1}{2}$ s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	15.4	13.9	.....	11.0	8.3	31.0	ⁿ 24.7	18.0	35.4	26.9	48.2
35—Owen Sound.....	16.9	15.6	15.4	11.3	7.8	30.0	21.5	19.0	38.1	27.8	48.0
36—Peterborough.....	16.3	17.6	 ^h	12.2	8.1	30.3	23.7 ⁿ	18.5 ^j	35.1	25.5	48.3
37—Port Arthur.....	16.9	18.6	15.4	12.7	7.9	41.6	24.7	23.9	39.9	28.7	48.2
38—St. Catharines.....	17.1	15.7	13.5	11.4	6.9	29.1	.....	18.7	36.6	25.7	45.6
39—St. Thomas.....	17.4	17.1	15.1	10.3	6.6	27.7	24.5	19.0	36.6	27.5	48.0
40—Sarnia.....	17.5	16.7	15.6	12.3	7.7	31.5	.....	18.3	40.2	27.3	48.6
41—Sault Ste. Marie.....	17.2	18.2	14.1 ^s	11.6	7.9	36.1	27.1 ^p ⁿ	18.9	34.8	29.6	49.1
42—Stratford.....	18.9	16.5	15.1	11.9	7.8	29.6	27.7	17.7	36.3	25.5	47.7
43—Sudbury.....	15.9	16.3	14.9	10.6	8.1	35.6	24.3	21.1	36.9	29.4	49.1
44—Timmins.....	17.4	16.6	15.7	12.3	8.3	40.4	23.7	19.4	39.9	29.3	48.1
45—Toronto.....	16.4	16.9	13.1	12.9	6.8	31.0	23.8	17.9	37.8	24.4	44.7
46—Welland.....	16.2	14.4	14.4	12.0	6.6	30.9	20.6	18.2	39.0	25.2	47.2
47—Windsor.....	16.4	16.8	15.0	10.5	6.8	26.3	.....	18.4	36.3	27.4	47.7
48—Woodstock.....	18.0	16.7	14.4	11.3	6.6	26.3	.....	17.5	36.0	25.0	46.1
Manitoba—											^k
49—Brandon.....	19.8	.....	16.5	13.6	9.3	39.1	25.1	21.3	43.2	30.0	69.0 ^k
50—Winnipeg.....	18.9	16.9	15.4	13.2	7.8	34.6	23.4	20.9	40.5	28.7	64.3
Saskatchewan—											
51—Moose Jaw.....	20.3	.....	17.2	.....	6.9	36.3	.....	.....	39.3	.....	^k
52—Prince Albert.....	21.6	16.3	.....	12.4	9.6	48.1	23.6	21.6	43.8	34.2	70.7 ^k
53—Regina.....	21.6	17.2	15.8	12.7	8.7	34.6	24.8	20.1	41.1	28.1	73.6 ^k
54—Saskatoon.....	20.9	.....	14.5	12.5	8.9	37.3	25.0	20.3	45.9	34.6	70.2 ^k
Alberta—											^k
55—Calgary.....	21.0	15.3	15.1	12.8	8.1	37.9	24.8	19.9	38.7	30.7	68.7 ^k
56—Drumheller.....	23.1	14.4	16.8	13.0	8.3	44.3	24.5	21.7	40.8	29.0	72.8 ^k
57—Edmonton.....	22.0	16.1	15.2	13.2	8.4	37.8	24.2	20.3	42.9	28.3	68.5 ^k
58—Lethbridge.....	20.9	.....	13.8	14.7	9.0	32.5	22.5	.....	37.2	27.7	67.7 ^k
British Columbia—											^m
59—Nanaimo.....	20.3	18.9	16.6	15.1	7.4	45.9	25.2	21.2	36.3	26.2	62.3 ^m
60—New Westminster.....	19.7	17.2	14.3	13.6	7.5	38.6	22.4	19.5	32.4	20.7	62.6 ^m
61—Prince Rupert.....	22.7	18.1	17.8	15.3	9.0	48.6	24.9	22.3	45.0	27.4	69.1 ^m
62—Trail.....	24.5	.....	18.7	15.9	8.6	39.4	24.1	20.3	38.4	31.3	71.0 ^m
63—Vancouver.....	19.6	16.7	14.3	13.4	7.0	40.2	23.3	18.7	32.1	20.6	60.8 ^m
64—Victoria.....	21.0	17.6	16.8	14.7	8.6	44.9	23.2	18.0	34.5	22.6	69.1 ^m

COAL AND RENTALS BY CITIES, SEPTEMBER, 1950

Locality	Peaches, choice, per 20 oz tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
	cts.	cts.	cts.	Granulated, bulk or in bag per lb.	Yellow, branded package per lb.	cts.	cts.	Anthracite, per ton	Bituminous per ton	\$
34—Ottawa.....	27.5	38.1	28.9	11.3	11.5	99.0	54.3	25.50	.....	37.50-41.50
35—Owen Sound.....	27.0	35.6	29.0	11.8	11.9	100.5	54.0	25.00	.....	.....
36—Peterborough.....	.....	35.7	27.8	11.2	11.5	99.5	55.3	25.25	.....	.....
37—Port Arthur.....	27.0	41.7	31.0	11.9	12.4	97.1	51.0	26.00	.....	25.50-29.50
38—St. Catharines.....	.....	32.8	28.4	11.6	12.3	96.0	53.7	24.75	.....	33.50-37.50
39—St. Thomas.....	25.5	42.0	30.0	11.7	11.8	103.9	55.6	24.50	.....	.....
40—Sarnia.....	.....	39.0	29.3	11.6	11.7	99.5	55.3	24.00	.....	.....
41—Sault Ste. Marie.....	.....	37.6	29.9	11.8	10.7	95.1	55.0	24.00	.....	.....
42—Stratford.....	27.0	36.7	29.3	12.0	12.1	100.5	53.9	24.50	.....	.....
43—Sudbury.....	27.7	37.4	31.8	11.8	12.2	97.9	54.6	26.37	.....	35.50-39.50
44—Timmins.....	26.0	40.4	31.0	12.3	12.3	97.6	54.1	29.00	.....	.....
45—Toronto.....	26.1	35.2	28.0	11.3	11.7	97.2	54.0	22.95	.....	41.00-45.00
46—Welland.....	22.6	33.6	28.2	11.4	11.1	93.4	53.6	24.00	.....	.....
47—Windsor.....	.....	33.4	28.4	11.2	12.0	95.0	53.0	24.50	.....	31.00-35.00
48—Woodstock.....	.....	37.2	28.7	11.7	11.8	101.7	54.7	25.00	.....	.....
Manitoba—										
49—Brandon.....	31.8	42.4	33.0	13.7	14.3	102.2	52.2	.....	16.50	.....
50—Winnipeg.....	26.7	39.4	30.6	13.8	14.7	92.5	50.2	.....	17.83	33.00-37.00
Saskatchewan—										
51—Moose Jaw.....	.....	41.3	35.0	12.8	13.2	92.3	50.5	.....	14.60	.....
52—Prince Albert.....	28.3	43.9	34.5	13.8	14.5	102.9	51.2	.....	15.13	.....
53—Regina.....	28.5	41.1	34.3	13.4	14.1	100.0	51.3	.....	16.00	32.00-36.00
54—Saskatoon.....	28.7	47.5	33.3	13.6	14.7	98.1	50.7	.....	14.90	25.00-29.00
Alberta—										
55—Calgary.....	26.7	38.1	33.5	12.8	13.4	95.6	49.9	.....	12.50	31.50-35.50
56—Drumheller.....	29.7	43.2	35.8	12.9	14.3	98.6	52.7	.....	.....	25.50-29.50
57—Edmonton.....	27.0	39.1	33.1	12.8	14.1	101.1	50.8	.....	8.20	29.50-33.50
58—Lethbridge.....	26.7	39.7	33.0	12.5	13.5	95.3	51.7	.....	8.60	.....
British Columbia—										
59—Nanaimo.....	.....	35.3	30.6	11.5	13.1	98.3	53.8	.....	.....	.....
60—New Westminster.....	26.5	34.3	30.6	10.9	12.5	95.9	51.5	.....	16.80	24.00-28.00
61—Prince Rupert.....	30.5	38.7	34.0	12.2	12.9	100.3	53.1	.....	18.25	22.00-26.00
62—Trail.....	30.0	39.0	33.0	12.4	13.3	96.0	52.0	.....	16.75	.....
63—Vancouver.....	27.0	33.5	30.2	10.8	12.2	92.3	51.4	.....	17.55	29.50-33.50
64—Victoria.....	28.5	37.0	30.7	11.6	12.8	94.5	51.7	.....	18.65	24.50-28.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases, with price averages for earlier years. Changes in grading, trade practices etc., occur from time to time.

(a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone in. (d) Mixed—hock-off and hock-on. (e) Mixed—carton and loose. (f) Loose. (g) Estimate. (h) Fancy. (i) Mixed—California and Australia. (j) California. (k) Pure. (m) 360's. (n) Mixed—package and bulk. (p) Package. (s) Mixed—choice and fancy. (t) Tin.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	1949	Aug. 1949	June 1950	July 1950	Aug. 1950
All Commodities	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	157.0	155.4	165.0	166.9	168.5
Classified According to Chief Component Material—																
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	141.1	142.3	149.0	150.1	150.1
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	131.8	168.7	167.2	167.2	173.0	177.8	179.9
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	128.8	157.0	161.0	160.0	165.4	165.6	172.7
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	162.4	186.2	187.5	182.2	201.0	205.8	207.5
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	137.9	159.2	172.1	170.9	182.4	182.5	182.5
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	124.4	149.6	144.0	134.2	158.2	159.1	162.8
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	85.2	102.0	114.5	133.5	136.5	133.8	140.3	140.7	140.8
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.9	120.1	123.6	122.3	118.0	118.6	122.3
Classified According to Purpose—																
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	143.9	143.7	147.2	149.0	152.2
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	152.3	154.4	155.5	158.7	163.0	164.1
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	113.9	133.2	136.9	135.8	139.5	139.7	144.3
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	129.3	153.9	159.0	156.2	170.8	171.7	172.2
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	133.1	155.7	161.0	156.6	165.1	165.1	165.1
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	128.9	153.7	158.7	156.2	171.4	172.4	173.0
Building and Construction.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	166.4	195.7	201.5	198.2	218.4	224.2	227.0
Manufacturers'.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	122.5	146.6	151.5	149.1	163.4	163.6	163.8
Classified According to Degree of Manufacture—																
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	160.6	158.5	171.8	175.3	175.1
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	142.3	142.0	145.4	146.3	149.9
Canadian Farm Products—																
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	126.4	133.0	125.7	123.8	126.0	126.4	105.7
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	143.9	177.6	182.7	184.5	196.0	200.8	202.6
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	147.0	146.5	152.2	154.2	141.9

The indexes for 1950 are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzer-land	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1933	1935	June, 1914 (o)	June—Aug. 1939	1938	1936-39 =1000	Dec. 1942 =1000
	(a)	(b)		(b)	(L)				(c)	(m)		(d)	(e)
1913	79.1	70.7		(g)					100		81.4		628
1914	79.1	71.8		(g)					100		85.9		770
1915	80.7	72.5		(g)					100		86.5		724
1916	87.0	77.9		(g)					100		90.8		786
1917	102.4	91.6		(g)					100		100.6		850
1918	115.6	107.5		(g)					100		106.7		899
1919	126.5	123.8		(g)					100		117.7		1012
1920	145.4	143.0		(g)					100		115.8		1019
1921	129.9	127.7		(g)					100		132.0		1032
1922	120.4	119.7		(g)					100		110.1		932
1926	121.8	126.4		(g)					100		106.3		1010
1929	121.8	122.5		(g)					100		106.6		1014
1933	94.4	92.4		(g)					100		115.0		1042
1939	101.5	99.4		(g)					100		98.2		995
1940	105.6	100.2		(g)					100		98.9		990
1941	111.7	105.2		(g)					100		103.4		1025
1944	118.9	125.5		(g)					100		108.2		1061
1945	119.5	128.4		(g)					100		128.5		1093
1946	123.6	139.3		(g)					100		132.2		1270
1947	135.5	159.2		(g)					100		134.7		1303
1948	155.0	171.2		(g)					100		139.7		1368
1949	160.8	169.1		(g)					100		147.9		1408
1949	162.3	169.1		(g)					100		151.5		1435
October	162.2	168.5		(g)					100		153.2		1409
November	161.7	168.6		(g)					100		153.9		1414
December	161.5	167.5		(g)					100		153.9		1414
1950—January	161.0	166.9		(g)					100		153.2		1414
February	161.6	166.5		(g)					100		153.2		1414
March	163.7	167.0		(g)					100		153.2		1414
April	164.0	167.3		(g)					100		153.2		1414
May	165.4	168.6		(g)					100		153.2		1414
June	165.4	170.2		(g)					100		153.2		1414
July	167.5	172.5		(g)					100		153.2		1414
August	168.5	173.0		(g)					100		153.2		1414
September	169.8			(g)					100		153.2		1414

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1926-30=1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914=100. 1947 average is for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages are on base July, 1914=100. (m) Average June-December. (n) New index, base 1st quarter of 1949=1000. (o) New series, August 1939=100, beginning January 1950.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-SEPTEMBER,
1949-1950†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com- mencing During Month	In Existence	Com- mencing During Month	In Existence	In Man- Working Days	Per Cent of Estimated Working Time
1950*						
January.....	9‡	9	2,456‡	2,456	39,488	0.05
February.....	10	15	2,881	3,764	26,300	0.03
March.....	13	21	4,604	5,659	25,118	0.03
April.....	10	20	1,735	2,585	14,640	0.02
May.....	14	23	2,905	3,488	23,874	0.03
June.....	17	27	1,678	2,781	30,152	0.04
July.....	18	32	4,930	6,379	50,750	0.06
August.....	8	19	127,933	129,787	1,053,000	1.26
September.....	11	20	13,125	15,902	38,376	0.05
Cumulative totals.....	110		162,247		1,301,698	0.17
1949						
January.....	10‡	10	1,811‡	1,811	9,710	0.01
February.....	7	10	6,721	7,245	71,652	0.09
March.....	9	11	1,951	6,601	136,317	0.16
April.....	9	18	2,097	7,851	138,931	0.17
May.....	15	23	4,028	10,532	173,925	0.21
June.....	16	28	4,290	11,511	141,197	0.17
July.....	12	20	7,717	12,592	58,005	0.07
August.....	14	20	3,390	4,574	36,276	0.04
September.....	13	25	6,515	8,588	67,933	0.08
Cumulative totals.....	105		38,520		833,946	0.11

*Preliminary figures.

‡ Strikes untermiated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1950 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to September, 1950				
MANUFACTURING—				
Textiles, Clothing, etc.—				
Cotton and rayon under- wear factory workers, Sherbrooke, P.Q.	1	104	2,000	Commenced May 11; for a new agree- ment providing for increased wages following reference to court of referees; untermiated.
Knitting factory workers, St. Jerome, P.Q.	1	504	750	Commenced July 6; for implement- ation of award of arbitration board for increased wages in new agree- ment under negotiations; termi- nated September 2; conciliation, civic, and negotiations; compro- mise.
Miscellaneous Wood Products—				
Wood products factory workers, Oakville, Ont.	1	140	2,660	Commenced August 31; for a union agreement providing for increased wages, shift bonus, reduced hours, and payment for statutory holi- days; terminated September 26; return of workers pending further negotiations; compromise.
Metal Products—				
Electrical apparatus factory workers, Vancouver, B.C.	1	5	100	Commenced May 11; for a new agree- ment providing for increased wages, reinstatement of job classification, payment for all statutory holidays, etc., following reference to con- ciliation board; employment con- ditions no longer affected by the end of September; indefinite.
Brass products factory workers, Galt, Ont.	1	30	600	Commenced June 15; for a new agree- ment providing for increased wages, Rand formula for union dues, pay- ment for statutory holidays, exten- sion of vacations with pay, follow- ing reference to conciliation board; unterminated.
Laundry machinery factory workers, Toronto, Ont.	1	29	550	Commenced June 16; for a new agree- ment providing for increased wages, extension of vacations with pay, additional union security, etc., following reference to conciliation board; untermiated.
Aluminum foundry workers, New Toronto, Ont.	1	200	4,000	Commenced June 29; for a new agree- ment providing for increased wages and Rand formula for union dues; unterminated.
TRANSPORTATION—				
Water—				
Seamen, British Columbia Ports	3	850	850	Commenced August 25; for new agreements providing for increase in wages and in overtime rates, union shop, payment for statutory holidays, improved working con- ditions, etc., following reference to conciliation board (600 of these 850 seamen employed by two of the three steamship lines were involved in railway strike from August 22 to August 30); terminated September 1; negotiations and return of workers under tentative agreement similar to that of non-operating railway workers pending final settlement; indefinite.
SERVICE—				
Public Administration—				
Civic employees, Hamilton, Ont.	1	915	10,500	Commenced August 10; for a new agreement providing for increased wages and 40-hour week with same take-home pay as for 44 hours, following reference to conciliation board; terminated September 16; conciliation, provincial and negoti- ations; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1950 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During September, 1950				
MANUFACTURING—				
<i>Rubber and Its Products—</i> Tire factory workers, Kitchener, Ont.	1	1,197	3,190	Commenced September 27; protest against dismissal of maintenance man for unsatisfactory service, terminated September 29; negotiations; compromise, worker reinstated at another job.
<i>Fur, Leather and Other Animal Products—</i> Luggage factory workers, Amherst, N.S.	1	50	100	Commenced September 11; against dismissal of a worker for cause; terminated September 12; arbitration; compromise, reinstated after 10-day suspension.
<i>Miscellaneous Wood Products—</i> Basket factory workers, Grimsby, Ont.	1	135	1,200	Commenced September 14; for increased wages; terminated September 26; return of workers pending certification of union as bargaining agency; indefinite.
<i>Metal Products—</i> Wire rope and cable factory workers, Lachine, P.Q.	2	164	3,100	Commenced September 5; for a new agreement providing for increased wages, 42½-hour week with the same take-home pay as for 45 hours, and adjustment of minor grievances, following reference to conciliation board; unternminated.
Electrical apparatus factory workers, Montreal, P.Q.	1	23	35	Commenced September 14; refusal of outcase finishers to work a third shift; terminated September 15; negotiations; in favour of employer.
Die casting and electro-plat- ing, factory workers, Wallaceburg, Ont.	2	450	1,350	Commenced September 25; for a new agreement providing for increased wages, check-off, payment for statutory holidays, etc., following reference to conciliation board; terminated September 27; conciliation, civic, and negotiations; compromise.
Metal factory workers, Fort Erie, Ont.	1	87	215	Commenced September 27; for a new agreement providing for increased wages, reduced hours, and revision of incentive plan; unternminated.
Motor vehicle factory workers, Windsor, Ont.	3	8,000	5,000	Commenced September 28 and 29; protesting alleged delay in negotiations for increased wages; terminated September 28 and 29; return of workers; in favour of employer.
TRANSPORTATION—				
<i>Electric Railways and Local Bus Lines—</i> Street railway motormen and conductors, Montreal, P.Q.	1	2,900	2,000	Commenced September 2; dispute over seniority of conductors and motormen transferred to bus service as chauffeurs; terminated September 3; return of workers pending judgment on injunction taken by Association des Chauffeurs d'Autobus re seniority rights; indefinite.
TRADE—				
Grocery warehousemen and truck drivers, Sault Ste. Marie, Ont.	1	19	76	Commenced September 26; for a union agreement providing for increased wages and reduced hours; unternminated.
SERVICE—				
<i>Business and Personal—</i> Sanitarium employees, Guelph, Ont.	1	100	100	Commenced September 7; alleged discrimination in dismissal of union officers; terminated September 7; negotiations; in favour of workers.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

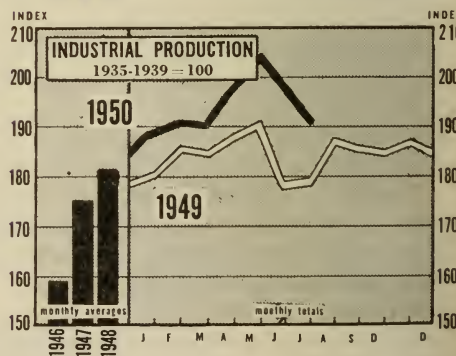
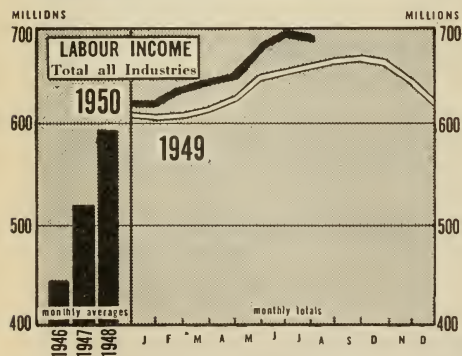
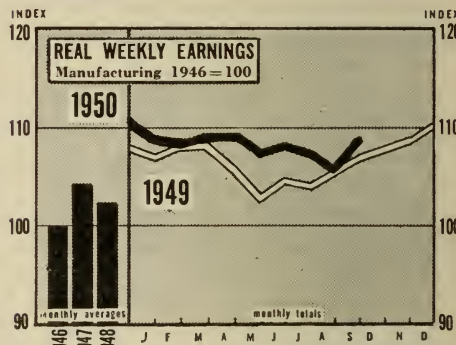
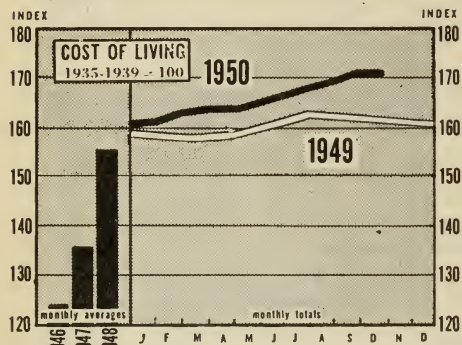
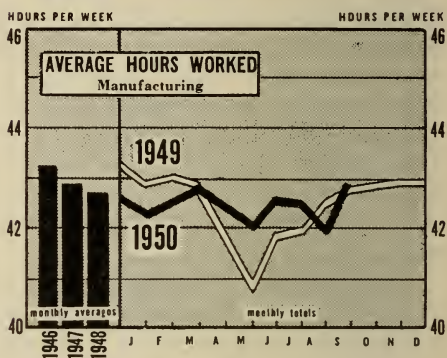
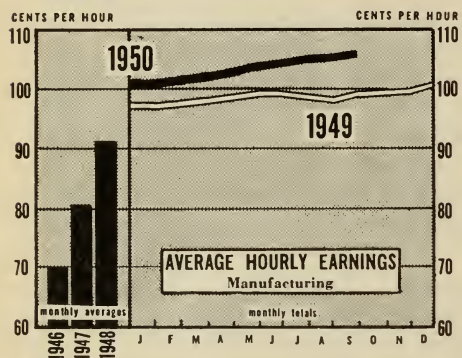
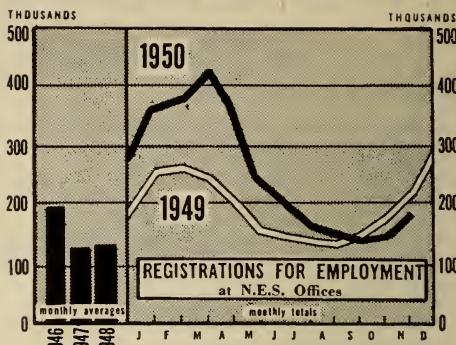
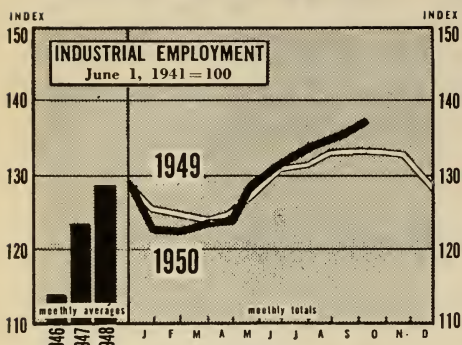
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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CURRENT LABOUR CONDITIONS

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This article summarizes the latest employment and labour information available at December 11, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.

DURING November, developing defence preparations, the continuing strong demand for consumer durable goods, and a surge in capital expenditures, all increased the pressure on available labour and material supplies. Nevertheless the growing scarcities of skilled men and key materials had not yet reached the point where they were causing more than sporadic temporary layoffs. Although applications for jobs on file at National Employment Service offices increased to 186,300, 44,400 above the total a month previously, this was to a great extent a reflection of the usual decline in employment in seasonal industries.

To those who last month were released from agriculture and had not yet found jobs in logging or other industries have now been added the workers from construction projects on which outdoor work is being curtailed as cold weather begins. It is expected, however, that many more construction workers than usual will be retained on indoor work this season, as employers are anxious to keep their staffs of skilled men intact as long as possible.

There have also been a number of seasonal layoffs in manufacturing industries now beginning their slack periods. Among these are secondary textile factories, sawmills in eastern Canada, leather products firms and canneries.

Many of these seasonally displaced workers continued to move into the logging industry. The movement into the woods from farm districts particularly has to a great extent relieved the shortage of loggers which existed at the beginning of the cutting season. By the end of November, the rate of hiring in the eastern logging industry had begun to slow down, as camps were filled and the peak of the fall employment period approached. Except in a few areas, the period of acute shortages of loggers was over.

With a few exceptions, the scarcity of skilled metal tradesmen, and of experienced semi-skilled workers who can meet the relatively high employers' specifications is not likely to be solved to any great extent by drawing on the seasonal labour surplus. There is very little sign of a relaxation of high standards required for workers being hired, and not much indication of willingness to train new men to the job. There has been some indication, however, that skilled men in the older age brackets are finding more employment opportunities. In addition, some of those now employed in the seasonal industries who have had wartime experience in aircraft, for example, may be qualified for jobs in the expanding aircraft industry.

The general maintenance of high standards is to some extent, a reflection of the fact that the scarcity of skilled labour has not yet become acute enough to create bottlenecks in production, with the resulting layoffs of workers.

This strong demand for skilled and semi-skilled workers in the metal trades continues to reflect, not so much the defence orders themselves, but the reaction of both consumers and producers to the anticipated increase in defence preparations over the next year. Consumer demand is heaviest for household appliances, radios, autos, and other durable goods and continues to be well sustained by current high levels of earnings and income. In addition there has been a decided increase in investment in new factories and equipment, on the part of private industry. Revised estimates made in the third quarter of 1950 indicate that the capital outlay by government and private industry for 1950 will probably amount to \$3.9 billion, an increase of \$500 million over the total for 1949. This represents an increase of about 7 per cent change in volume over the level reached in 1949. This type of demand is putting pressure, not only on the labour supply in these industries, but also on the supply of materials, especially steel and base metals.

Although there have as yet been very few layoffs due to shortages of steel or other key materials, the prospect of such temporary layoffs occurring in the near future is increasing as current inventories of steel are exhausted. It is still necessary for Canada to import about 30 per cent of her total consumption of steel from the United States, although Canadian iron and steel capacity increased by about 60 per cent since 1939. A good portion of the imports, particularly alloy steels, consist of types of steel which cannot be produced economically in Canada. In recent months, imports of steel into Canada from the United States have declined considerably. Imports from 1950 are expected to be about 700,000 tons, as compared with a postwar average of 900,000 tons. Even at capacity production the Canadian industry may have difficulty filling this gap.

The supply of nickel and base metals used in the production of special types of steel is also short. There is a heavy demand for these metals, not only in Canada and the United States but also in Europe, because they are very important to defence production. This situation may in time limit the expansion of steel production of all kinds, and may also have an effect on defence production itself. Canada is a major producer of these metals, and the expansion in production to meet the needs will depend to a considerable extent on the ability of the base metal mining and smelting industry to increase its labour force.

IN BRIEF . . .

Industrial employment in Canada showed a further increase at October 1 this year. The index for eight leading industries reached a new peak of 137.1 (June 1, 1941=100), 3.6 per cent higher than October 1 last year. The index of payrolls, at 244.9 (June 1, 1949=100), was 9.4 per cent higher than a year ago, and was the highest in the record of nine and half years . . . The cost of living index remained unchanged at 170.7 between October 2 and November 1. Declines in the food, fuel and light indexes counterbalanced increases in the remaining four groups. The food index declined by 1.5 per cent . . . Wholesale sales in September were 6 per cent higher than in the corresponding month last year. Increases over a year earlier occurred in all provinces and most trades, the largest advances being in automobiles and equipment, hardware, clothing and dry goods. In the first nine months of this year, all-Canada sales averaged 5 per cent above those in the same period of 1949 . . . Canadian production of steel ingots rose again in October, reaching the highest monthly total since March this year. This month's output amounted to 285,655 tons.

CURRENT LABOUR STATISTICS

(Latest available statistics as of December 11, 1950)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a).....	Aug. 19	5,324,000	—	—0.8(b)
Persons with jobs (a).....	Aug. 19	5,221,000	—	—0.8(b)
Persons without jobs and seeking work (a).....	Aug. 19	103,000	—	—3.1(b)
Registered for work, N.E.S.				
Atlantic Region.....	Nov. 30	23,817	+17.4	—28.2
Quebec Region.....	Nov. 30	55,233	+21.7	—17.9
Ontario Region.....	Nov. 30	46,652	+21.8	—18.6
Prairie Region.....	Nov. 30	30,548	+48.4	+3.5
Pacific Region.....	Nov. 30	30,056	+34.0	—10.4
Total, all regions.....	Nov. 30	186,306	+26.7	—15.6
Ordinary claims for Unemployment Insurance benefits.....	Nov. 1	90,301	+13.9	—14.8
Amount of benefit payments.....	Oct.	\$3,570,904	—7.1	—7.2
Index of employment (June 1, 1941=100) (Eight leading industries).....	Oct. 1	137.1	+1.5	+3.5
Immigration.....	Sept.	5,030	—3.5	—28.8(c)
Industrial Relations—				
Strikes and lockouts—days lost.....	Nov.	13,714	—	+105.9(c)
No. of workers involved.....	Nov.	49,125	—	+32.8(c)
No. of strikes.....	Nov.	17	—	+6.7(c)
Earnings and Income—				
Average weekly salaries and wages (Eight leading industries).....	Oct. 1	\$46.00	+4.0	+5.6
Average hourly earnings (mfg.).....	Oct. 1	\$1.05	+0.9	+6.0
Average hours worked per week (mfg.).....	Oct. 1	42.8	+2.1	+0.2
Average weekly earnings (mfg.).....	Oct. 1	\$45.07	+3.0	+6.3
Cost of living index (av. 1935-39=100).....	Nov. 1	170.7	0.0	+5.6
Real weekly earnings (mfg. Av. 1946=100).....	Oct. 1	108.0	+2.6	+1.0
Total labour income.....	Aug.	\$686,000,000	—0.7	+4.3
Industrial Production—				
Total (Av. 1935-39=100).....	Sept.	204.4	+7.3	+8.4
Manufacturing.....	Sept.	214.3	+7.7	+8.7
Non-durables.....	Sept.	193.2	+5.2	+4.1
Durables.....	Sept.	250.4	+11.0	+15.3
Trade—				
Retail trade.....	Sept.	\$746,300,000	+2.9	+9.0
Exports.....	Oct.	\$315,200,000	+12.9	+17.1
Imports.....	Oct.	\$323,700,000	+15.7	+38.2

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages calculated on basis of 1949 figures excluding Newfoundland.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

NOTES OF CURRENT INTEREST

Economic Agreement between Canada and U.S.A.

The Department of External Affairs announced on October 26 an exchange of notes, giving formal effect to a *Statement of Principles for Economic Co-operation* between

Canada and the United States. The statement sets forth general principles for guidance of the two Governments in achieving a co-ordinated economic program for their common defence.

The notes were signed in Washington by Mr. H. H. Wrong, Ambassador of Canada, and Mr. Dean Acheson, Secretary of State of the United States. The two chairmen of the Joint Canada-United States Industrial Mobilization Planning Committee, Mr. C. D. Howe, Minister of Trade and Commerce, and Mr. W. Stuart Symington, Chairman of the United States National Security Resources Board, were present at the signing.

The exchange of notes reaffirms the practice of the two countries followed during the Second World War when they co-operated closely under the terms of the Hyde Park Agreement of 1941. That agreement enabled officials of Canada and the United States to co-ordinate for mutual benefit their efforts in such matters as military procurement, economic controls and the use of raw materials.

The arrangements worked out under the Hyde Park Agreement proved so successful that when international conditions again appeared threatening, the Joint Canada-United States Industrial Mobilization Planning Committee was established on April 12, 1949, to exchange information in case joint action should again become necessary. At its last meeting on August 8, 1950, in Ottawa, the Committee drew up the Statement of Principles which has now been confirmed by both Governments.

Following is the text of the Statement:—

Statement of Principles for Economic Co-operation

"The United States and Canada have achieved a high degree of co-operation in the field of industrial mobilization during and since World War II through the operation of the principles embodied in the Hyde Park Agreement of 1941, through the extension of its concepts in the post-war period and more recently through the work of the Joint Industrial Mobilization Planning Committee. In the interests of mutual security and to assist both governments to discharge their obligations under the United Nations Charter and the North Atlantic Treaty, it is believed that this field of common action should be further extended. It is agreed, therefore, that our two governments shall

co-operate in all respects practicable, and to the extent of their respective executive powers, to the end that the economic efforts of the two countries be co-ordinated for the common defence and that the production and resources of both countries be used for the best combined results.

"The following principles are established for the purpose of facilitating these objectives:

"1. In order to achieve an optimum production of goods essential for the common defence, the two countries shall develop a co-ordinated program of requirements, production and procurement.

"2. To this end, the two countries shall, as it becomes necessary, institute co-ordinated controls over the distribution of scarce raw materials and supplies.

"3. Such United States and Canadian emergency controls shall be mutually consistent in their objectives, and shall be so designed and administered as to achieve comparable effects in each country. To the extent possible, there shall be consultation to this end prior to the institution of any system of controls in either country which affects the other.

"4. In order to facilitate essential production, the technical knowledge and productive skills involved in such production within both countries shall, where feasible, be freely exchanged.

"5. Barriers which impede the flow between Canada and the United States of goods essential for the common defence effort should be removed as far as possible.

"6. The two governments, through their appropriate agencies, will consult concerning any financial or foreign exchange problems which may arise as a result of the implementation of this agreement."

Married women and unemployment benefit

Regulations of the Unemployment Insurance Commission designed to prevent a drain on the unemployment insurance fund through claims from women who, on marriage, are really withdrawing from the employment field, have been announced by Hon. Milton F. Gregg, Minister of Labour. The new regulations came into force on November 15.

The regulations were approved on recommendation of the Unemployment Insurance Advisory Committee, which is charged with responsibility for reviewing and reporting on the unemployment insurance fund. This committee is representative of workers and employers. The Committee reviewed the situation following representations that claims for benefit were being made by some married women who registered as unplaced job applicants but who were not in fact interested in employment. One of the basic requirements in making a claim is that the claimant shall be in the employment field.

The Minister made it clear that the new regulations do not put married women

outside the field of unemployment insurance, nor make any departure from the principles of the Act.

The regulations do not apply to a married woman—

- (1) who has lost her employment because of a lay-off due to shortage of work;
- (2) who has lost her employment within two weeks prior to her marriage or at any time following her marriage solely by reason of her employer's rule against retaining married women in his employ;
- (3) whose husband has died, or has become permanently and wholly incapacitated, or has deserted her, or has been permanently separated from her.

If any one of these conditions applies, she will be treated for unemployment insurance benefit purposes as a single woman.

A married woman who is not so exempted from the regulations is disqualified from receiving benefit during the two years following her marriage unless she re-qualifies by showing proof of further attachment to the employment market. She may do this by working for an aggregate of at least 90 days in employment under a contract of service (other than for immediate relatives) in either insurable or non-insurable employment. If she was not employed at the time of her marriage the 90 days may commence with any such employment that she obtains immediately following her marriage. If she was employed at the time of her marriage, the 90 days may commence immediately following her first separation from employment subsequent to her marriage.

For example, if a woman has been working in insurable employment up to her marriage and keeps on working for the same employer for six months following her marriage, and then resigns, she cannot qualify for benefit until she gets other employment for a further 90 days, or until two years have elapsed from the date of her marriage. However, if she resigns from her employment prior to her marriage, she may count the first 90 days of employment that she obtains after her marriage towards overcoming the disqualification. Should she then become unemployed, or should two years or more have elapsed from the date of her marriage, she will no longer be subject to any disqualification.

Changes in regulations concerning seasonal workers

in seasonal industries.

Hon. Milton F. Gregg, Minister of Labour, recently announced certain changes in the regulations of the Unemployment Insurance Commission with regard to benefit claims from workers

These changes, which became effective November 15, modify the regulations which have been in effect since 1946 governing the payment of unemployment insurance benefit during the off-season for workers employed in certain industries of a highly seasonal character.

The industries declared by the Commission to be seasonal for purposes of these regulations are lumbering and logging (except in British Columbia), inland water transportation, and stevedoring at inland ports and at Saint John, N.B., and Halifax.

The changes simplify the regulations and remove some anomalies. The general effect is to ease the restrictions upon seasonal workers who wish to qualify for benefit in the off-season when unable to get work, while preventing a drain on the unemployment insurance fund through unwarranted claims from those who do not normally seek work in the off-season.

The new regulations provide as follows:—

(1) An insured worker whose principal occupation is employment in a seasonal industry will be entitled to benefit in the off-season if during the off-season he registers for employment of a kind suitable in his circumstances and normally available at that period of the year. In other words he must establish his attachment to the labour market by applying for employment in an industry which at that time is not undergoing an off-season lull.

The amended regulations would disqualify a stevedore at an inland port, for example, who during the winter months when the port is frozen up holds himself out as available only for employment in stevedoring. However, he will not be disqualified if he registers for employment in a secondary occupation which can normally be carried on during the winter months and which he is capable of performing.

(2) A worker whose principal occupation is non-insurable may ask for exemption from payment of contributions while employed in a seasonal industry.

However, if he prefers to be insured he must, in order to qualify for benefit in the off-season (of the seasonal industry), show that he worked during the previous off-season for at least 30 per cent of the working days under a contract of service (other than for immediate relatives) in either insurable or non-insurable employment. He must also, of course, register for employment of a kind suitable in his circumstances and normally available at that period of the year.

For instance, a farm labourer whose custom it is to spend his winters in woodwork and not less than 30 per cent of the

summer working in insured employment, can draw benefit in the summer if he is seeking and cannot obtain this summer-time employment. If, however, during the previous summer he worked for farmers the whole time, he will not be eligible for benefit. On the other hand, because his principal occupation is non-insurable (farming), he need not pay unemployment insurance contributions while in woods-work.

In either case the claimant must fulfil the ordinary conditions for the receipt of benefit in addition to the above special conditions. For instance, he must have contributed for the necessary number of days and must be unemployed and available for work.

If unemployed during the active season a seasonal worker may qualify for benefit on the same terms as any other claimant. The seasonal regulations apply only to claims made during the off-season.

Controls on instalment plan buying

On October 30 the Minister of Finance, Hon. Douglas Abbott, announced the adoption of Consumer Credit Regulations. Designed to institute a moderate degree of restraint in consumer buying on the instalment plan, the regulations require a down payment of 20 per cent for most instalment plan purchases, and 33½ per cent for automobiles. Full payment is to be made in not more than 18 months. The regulations became effective on November 1.

Rehabilitation Conference to be held in Ottawa in February

The first national conference on problems of physically handicapped Canadians, which was postponed last May because of the Manitoba floods, will be held in Ottawa early in February, 1951, it was announced recently by Hon. Milton F. Gregg, Minister of Labour.

The Minister explained that the conference was under the joint sponsorship of the Departments of Labour, Health and Welfare and Veterans Affairs.

All ten provinces, national voluntary agencies, and individuals with special experience in this field have been invited to join federal authorities in studying some of the rehabilitation programs in Canada and abroad and to consider where such work may be extended in this country to provide more adequate protection for the disabled. The findings will be referred to the respective governmental and other interested agencies for their guidance.

In addition to some hundred federal and provincial officials whose work relates to aid to the handicapped, a large number of delegates are expected to represent national bodies, such as the National Institute for the Blind, the Canadian Welfare Council, the Canadian Legion and other groups with special interests in this field.

Prime Minister stresses industrial co-operation

Prime Minister St. Laurent urged greater unity between capital and labour as being vital to defence, in a speech delivered recently before the Canadian Industrial Preparedness Association.

"Everything those of you who are employers can do to give to labour a genuine sense of co-operative partnership in our national endeavour will not only increase our national capacity to provide security, but it will also contribute greatly to the capacity of your members individually and collectively to make your most effective contribution to the combined strength of the free world," the Prime Minister said.

"Most Canadians are ready to do their proper share of the co-ordinated effort that is essential to the well-being of the whole community. But all of us have to be given the opportunity of using brains as well as brawn, if we are to share in the most efficient manner in the accomplishment of our common national task."

Speaking of Canadian labour's drive to wipe out Communism from its ranks, Mr. St. Laurent said:—

"We should never forget that Communists have always directed their main appeal particularly to organized labour. We have all watched with the greatest satisfaction the effective way in which the responsible leaders of Canadian labour have fought this subversive menace to their organizations.

"They are fighting the battle for all of us, for our way of life, and they deserve our help."

Canadian Chamber of Commerce platform, 1950-51

An appeal to management to devote more effort towards winning the support of labour for the free enterprise system was voiced by Mr. J. H. Brace, chairman of the executive committee, in an opening address before the twenty-first Annual Meeting of the Canadian Chamber of Commerce, held at Banff, in September.

Management's responsibility today goes further than turning out good products at

fair prices, he said. "Throughout the process it must constantly present to the public, the owners and the employees a running story of what it is doing and why. It has to justify its stewardship because it can carry out the responsibilities which it has accepted only with the consent and co-operation of those concerned."

Management's first responsibility in the field of information is to its own employees, he continued. "You, as business leaders, have an unequalled opportunity of acquainting the individual citizen—the productive citizen who works with hands and brain—with the fundamental principles of our economic democracy." To do this successfully, Mr. Brace stated, business must have some appreciation of the workers' aims. "We need first of all a sound understanding of human relationships in industry, a personal appreciation of the worker as another person, with legitimate needs, desires and hopes."

Declarations of policy, adopted by the Canadian Chamber of Commerce included a restatement of the Chamber's views on employer-employee relations. "If Canada is to maintain a high standard of living for her citizens, harmonious industrial relations are essential," it was declared. "In their turn, harmonious relations depend upon a more general recognition of the mutuality of interest of management, labour and capital, and between these three and the community they serve."

The Chamber expressed the belief, also, that the maintenance and expansion of the high living standards enjoyed by Canadians are dependent on productive efficiency. "Greater productivity is the key to national and individual prosperity. This greater productivity can be obtained through the continued introduction of improved methods and the fuller realization of a fair day's work for a fair day's pay."

The Canadian Chamber reaffirmed its policy of "vigorous opposition" to Communism and again recorded its "unswerving support" of the system of free enterprise (L.G., 1949, pp. 1526-28). Other subjects on which the Chamber expressed its views were immigration, public finance and taxation, profits, international trade, and the desirability of holding statutory holidays on the nearest Monday.

The secret strike ballot was the subject of a resolution urging an amendment to the Industrial Relations and Disputes Investigation Act, "to prohibit all strikes until they have been authorized by a majority of all the workers affected by means of a government-supervised secret ballot, held after the expiration of a

'cooling-off' period." The form and wording of the ballot should be determined by an appropriate agency of the government, its terms made public, and the results of the election published, the resolution declared, and further expressed the view that "the vote should be held on a specific question and not take the form of a general authority."

A policy of decentralization of industry was endorsed and recommended both to Chamber of Commerce members and the Federal Government. In addition to its strategic importance from a defence angle, the principal advantages of such a policy, the resolution claimed, are "proximity to important new markets, increased efficiency, improved public and human relations."

Uniformity throughout Canada in the application of daylight saving time was advocated in a further resolution, coupled with a request that the Federal Government place this subject on the agenda for discussion at the first Federal-Provincial conference.

The declarations of policy and resolutions were presented to the Federal Cabinet by officers of the Canadian Chamber of Commerce on November 6.

**Labour
bodies fear
too rigid
constitution**

In a recent letter to the Prime Minister of Canada, the presidents of the Canadian Congress of Labour and the Trades and Labour Congress of Canada expressed concern that individual provinces might be given an absolute veto power in amendments to the British North America Act.

The letter said that the labour organizations had been disturbed by reports emanating from the recent conference on constitutional amendments held in Quebec (L.G., Nov., 1950, p. 1781). It expressed fear that the "entrenchment" of certain clauses would mean "fastening a strait-jacket upon the social development of the country."

The text of the letter is as follows:—

"Dear Mr. Prime Minister:

"The Trades and Labour Congress of Canada and the Canadian Congress of Labour are vitally interested in the present discussions between the Dominion and the provinces on methods of amending the British North America Act. As you know, both Congresses have long favoured certain amendments, notably in regard to labour legislation and social security, which would enable our national Government and Parliament to deal effectively with national

problems, while preserving essential safeguards of provincial and minority rights. The Congresses have been disquieted by some reports of the proceedings in the constitutional conferences. There appears to be strong pressure from certain quarters to establish an unduly rigid amending procedure, one which would give a single province, even the smallest province, an absolute veto on any changes in matters of the highest importance to labour.

"The two Congresses, representing over three-quarters of a million Canadian workers and their families from coast to coast, respectfully urge that the constitutional conference should not finally decide on any method of amendment until organized labour, and other representative bodies of citizens, have had a chance to present their views, fully and in detail.

"It appears, from a table in the October 21 issue of the *Financial Post*, that there may be danger of a large number of sections of the British North America Act being 'entrenched', that is, made amendable only by unanimous consent of the provinces. This applies particularly to the sections dealing with the Senate, and to Section 92, dealing with the exclusive powers of provincial Legislatures. The Congresses are especially alarmed to note that Section 92, head 13 'property and civil rights in the province,' carries the note: 'All provinces except Saskatchewan and Alberta say this is 'entrenched.' Ottawa assents.' If this is correct, then there is the gravest danger that any one province will have an absolute veto on any amendments which would enlarge the national Parliament's power to deal with nation-wide social and economic questions. Against any such proposal, the Congresses must enter a most emphatic protest. It would mean fastening a strait-jacket upon the social development of the country.

"The Congresses also note that all provinces want to abolish the Lieutenant-Governor's power to reserve bills for the signification of the Governor General's pleasure and the Dominion's power to disallow provincial Acts, and that 'Ottawa expresses no view.' For reasons which are set out at length in the Canadian Congress of Labour's brief to the Senate Committee on Human Rights and Fundamental Freedoms, last spring, the Congresses are opposed to abolition of these powers, which have been, and can be, used to protect basic rights. The Congresses are convinced that without the power of disallowance, it would never have been possible to secure the repeal of most of the Prince Edward Island Trade Union Act of 1948, an Act which struck at the very foundation of

trade unionism, and might have created a disastrous precedent. If our Constitution contained a Bill of Rights, placing essential rights and freedoms beyond the power of either Parliament or the provincial Legislatures to abridge or abolish, then the powers of reservation and disallowance might perhaps, safely be given up. But in the absence of such safeguards, they should be firmly maintained.

"The Congresses had understood that the present discussions between the Dominion and the provinces were concerned solely with the method of amending the Constitution. It appears, however, that they have also dealt with at least one specific proposed amendment: the abolition of the powers of reservation and disallowance of provincial legislation. These are powers to which the Fathers of Confederation attached great importance. The Congresses agree with the Fathers' view, and urge most strongly that specific amendments ought not to be dealt with by conferences or committees set up, so the public was given to understand, solely for the purpose of devising a method of amendment.

"If specific amendments are to be dealt with, the principle the Congresses are contending for in regard to the method of amendment, namely, that no final decision should be made until organized labour has had a chance to express its view, applies even more strongly to such amendments. The Congresses themselves have amendments to propose, in support of which they are prepared to submit detailed arguments. They would also wish to submit detailed argument against various amendments which might be proposed by a province or provinces or others.

"Yours sincerely,

Percy R. Bengough,
President,
Trades and Labour Congress
of Canada.

"A. R. Mosher,
President,
Canadian Congress of Labour."

Fiftieth anniversary of credit unions in Canada

The consistent growth shown by credit unions in Canada since the establishment of the first union at Lévis, Que., in 1900 was maintained throughout 1949.

Combined membership in that year reached a total of 940,427, and assets \$282,242,278; loans made to members amounted to \$99,537,166.

These totals represent increases over 1948 of almost 90,000 in membership, \$28.7 million in assets, and \$9.3 million in loans,

according to the annual report, *Credit Unions in Canada, 1949*, issued in October by the Economics Division of the Federal Department of Agriculture. The year 1950 marks the fiftieth anniversary of the establishment of the movement in Canada and preliminary reports indicate that membership will exceed one million. "Even now" (December, 1949), the report observes, "one in every fourteen Canadians is a credit union member."

Provincial inspectors reported 2,819 credit unions chartered during 1949. This is an increase of 211 over the previous year's total. The greatest number of new credit unions was reported from Ontario, where 75 new charters were issued. Most other provinces reported new charters numbering between 10 and 20. Cancellations were few, not exceeding 10 in any one province. Almost 100 credit unions were reported as being inactive through the year, although still holding charters.

Credit unions in Canada are shown to be mainly rural. Quebec had the greatest number of rural unions, followed by Saskatchewan, Nova Scotia and Alberta. Ontario accounted for the largest number of occupational or industrial credit unions, with British Columbia second and Alberta third.

Newfoundland is included for the first time in the report, and is shown to have 83 chartered unions, with 82 of them reporting a combined membership of 5,347. Assets were valued at \$378,497, and loans to members during the year totalled \$286,379.

The combined balance sheet shows that 63.5 per cent of the total assets is in mortgages and investments, while 22.1 per cent was outstanding in loans to members. Deposits made up by far the greatest item on the liabilities side, with over 73 per cent of total liabilities on deposit. Shares held by members made up over 20 per cent. It is noted, however, that both shares and deposits represent members' savings, and it is because of differences in policy between provinces that deposits are so much greater than shares. In Quebec the policy is to restrict the amount placed on shares, and to encourage deposit accounts which can be used and withdrawn by cheque, while in other provinces the reverse is the case.

Central credit unions numbered 20, distributed throughout the provinces. These unions act as depositories for local credit unions for surplus and reserve funds, from which loans may be made. At the end of the year, assets of the central credit unions totalled \$32,769,246, concentrated largely in the eight *caisses regionales* in the Province of Quebec.

Value of manufactures at new peak in 1949

Canada produced goods to an estimated record value of over \$12½ billion in 1949, according to the *Preliminary Statement of Manufactures in Canada, 1949*. The statement was prepared by the Dominion Bureau of Statistics.

The report, based on estimated gross factory value, shows a value increase of approximately \$500 million over 1948, the previous record year. Newfoundland is included in the report for the first time, and accounts for about 10 per cent of the increase.

Salaries and wages of over \$2½ billion were paid to 1,159,315 employees. The number of employees showed a slight increase over 1948, and salaries and wages were up \$157 million over the previous year.

The food and beverages group led the 17 industrial groups with a gross value of products of over \$2½ billion. Iron and steel products ranked second with a value of about \$1½ billion, and paper products third with a value of just over \$1 billion.

In addition to general statistics for the 17 major groups, the report contains for the first time preliminary information on gross value of products, cost of materials, employees' salaries and wages, and the production of 1,000 important commodities or commodity groups.

Canadian Congress of Labour Tenth Anniversary Book

As part of its Tenth Anniversary celebrations, the Canadian Congress of Labour issued a commemorative book as the official souvenir of its Winnipeg convention.

The book contains messages from the Hon. Milton F. Gregg, federal Minister of Labour, Provincial Departments of Labour, affiliated unions and industry.

Feature articles appearing in the book include: *Facing Our Responsibilities*, by Pat Conroy, an article on domestic and world conditions; *UAW-CIO in Canada (1940-1950)*, by Jerry Hartford, Publicity Director for UAW District No. 7; *The Manitoba Department of Labour*, by W. Elliott Wilson, Deputy Minister of Labour; *The United Packinghouse Workers of America*, by John Lenglet, Research Director; *Textile Workers Make Notable Progress*, by Samuel Baron, Canadian Director of TWUA; and *Canada's Largest Transport Union*, by J. E. McGuire, National Secretary of the CBRE.

In addition to the feature articles, there are shorter stories on the co-operative

movement, use of the union label, and a brief chronology of highlights in CCL history from 1940 to 1950.

Weekly salaries and wages in Newfoundland

Average weekly salaries and wages in the major non-agricultural industries of Newfoundland in June ranged from a low of \$20.60 in the services industries to a high of \$47.91 in mining, according to first figures on employment and earnings in Newfoundland released by the Dominion Bureau of Statistics.

In manufacturing as a whole, average weekly salaries and wages for the week of June 1 stood at \$42.98, transportation and communications \$42.66, forestry \$40.57, construction \$36.14, finance \$32.90, public utilities \$31.11, and trade \$29.53.

Largely due to seasonal changes in the levels of employment during the period between December 1 and June 1 in several industries, there was considerable variation in average weekly salaries and wages. In manufacturing the figure was highest at \$44.59 at April 1, while in forestry a peak of \$47.64 was reached at January 1, in construction at \$38.68 on April 1, public utilities \$31.91 at March 1, and trade \$32.24 at March 1.

Average hours worked by wage-earners during the week ending June 1 in leading establishments in the mining industries amounted to 46.9, in manufacturing 44.6, and construction 43.9 hours. Average hourly earnings were 91.6 cents, 98.6 cents and 81.3 cents, respectively.

Provincial Labour Standards, 1950

The 1950 revision of the bulletin, *Provincial Labour Standards*, which has been issued annually since 1944, is now available. Copies may be obtained from the Legislation Branch, Department of Labour, Ottawa.

This bulletin sets out the standards which are in effect in the provinces of Canada with respect to child labour, holidays, hours of work, minimum wages, weekly rest-day and workmen's compensation.

During the year, a stamp system of holiday-with-pay credits was put into effect by the Quebec Minimum Wage Commission for the Montreal and Hull districts.

From September 1, most women workers in New Brunswick must be paid a higher minimum rate, as the result of a revision of the general minimum wage order for women.

A new weekly rest statute in Saskatchewan replacing a 1930 Act, made provision for a 24-hour rest for workers in all centres of the Province with 300 or more population. Several new classes of workers in British Columbia were granted a weekly rest of 32 hours.

Several provinces made changes in their Workmen's Compensation Acts. In Saskatchewan, benefits payable in case of the death of a workman were increased with respect to the payments allowed for each child under 16 and with respect to the expenses which will be paid to cover the cost of burial.

A higher minimum payment in case a workman is disabled was provided for in Nova Scotia, Prince Edward Island and Saskatchewan. Newfoundland enacted a Workmen's Compensation Act of the collective liability type which, however, has not yet been proclaimed in force.

Quebec industrial association holds convention

Meeting in Montreal on October 30 and 31 for its sixth Convention, the Professional Association of Industrialists, an employers' organization of the Province of Quebec, expressed its opposition to government seizure of strike-bound plants.

The Association said it opposed such action, even on a temporary basis, except in cases of national or public emergency, "as such a violation of the right of ownership leads directly to socialism."

The Association reiterated its complete adherence to the social doctrine of the Roman Catholic Church, and its wish that this doctrine may form the subject of more and more study on the part of employers and employers' associations, as well as workers with their syndicates or unions, and that they may apply it more and more effectively.

Addressing the delegates, Mr. Paul Emile Côté, Parliamentary Assistant to the Minister of Labour, said that international peace is possible only if every nation has peace within itself. Pointing out that any solution found for individual problems contributes in a large measure to the establishment of world peace, he urged closer co-operation between employers and their employees.

The United Nations exists, according to Mr. Côté, for the precise purpose of coordinating peace efforts, and it can do more effective work towards the obtaining of world peace than any other organization.

Mr. Côté stressed the fact that "the aim of the United Nations is twofold: in the first place, to oppose all armed aggression

and thus prevent a third war, and, in the second place, to restore the economy of the nations and, by providing for the happiness of their people, to avert another war."

The Member from Verdun then pointed out that, if our country has made such remarkable progress since the war, this progress is partly due to the Labour-Management Production Committees, made up of employers and workers. There are 700 of these committees, and only six of them have had differences on important matters. Besides, these production committees constitute a means of liaison on the strictly human plane, and that, according to Mr. Côté, is perhaps their greatest merit. A greater degree of humanity in industry is, no doubt, the solution to many problems.

The theme of the Convention was "Economic and Social Security." In a resolution on this subject the Association urged employers to continue and to increase their efforts in order to assure their workers of such security. It expressed the opinion that workers must contribute their fair share in any social insurance scheme set up on their behalf. It urged the State to limit its intervention in the establishment and administration of any social insurance scheme to supporting and assisting the action taken by employers and workers.

Another resolution reaffirmed the necessity of safeguarding fully employers' freedom of decision with regard to economic questions and all matters relating to the proper functioning of the concern, and of safeguarding, at the same time, the right of the workers to work and to freedom of association.

The Association emphatically repeated its request that all strikes be declared illegal unless they have been voted for by secret ballot by a majority of the workers concerned.

It asked that effective sanctions be imposed on those really responsible for the breaking of laws in the case of a strike or lockout.

**Profit-sharing
body holds
conference
in Toronto**

Profit-sharing gives workers a sense of participation in free enterprise, brings higher wages and profits and reduces labour-management strife. Leading industrialists in Canada and the United States testified to this at a regional conference of the Council of Profit-Sharing Industries held in Toronto in late September.

(For additional information on the Council in the United States, see the *LABOUR GAZETTE* for Feb., 1950, 168-9.)

Close to 600 business men attended the conference which was the first held in Canada by the Council, it was reported in the *Financial Post* of October 7.

Employees of the 250 American and 15 to 20 Canadian firms represented at the conference have a share in their companies' profits in one way or another in addition to their usual wages and benefits, the *Post* article stated. The Council members claimed besides that they have better relationships with their employees than any other single group on the continent.

"Does profit-sharing work?" was one question asked at the conference. In his reply, one executive told of the union grievance committee in his firm making every effort to cut down over-time work because the extra pay reduced profits to be shared among the workers.

Another member disclosed that his employees get 40 per cent of earnings before taxes; half of it is in cash and the other half goes into a trust fund. Relations have been harmonious and the business has prospered.

As for the human relationship between management and workers, James Lincoln, president of the Lincoln Electric of Cleveland had this to say: "The biggest trouble with present industrial relations is that there's no opportunity for the average employee to fully develop any latent ability he might have. . . . Profit-sharing—I prefer to call it the incentive system—bridges the gap. If workers have any latent ability, they get an opportunity to display it and more important, get rewarded for it.

"You eliminate the dividing line. Workers feel they belong; that they are not just another cog in an impersonal machine. They get a sense of participation. The result is happier workers, no more industrial warfare; higher wages, and in our case, higher returns for management; lower prices for our customers. And most important, you can begin to educate employees as to just what makes free enterprise tick. . . .

"We put in our plan 16 years ago. Today we're getting four times as much production per man. The average employee has received \$40,000 in bonuses in that period. That's over and above his basic wages which are on a par if not better than for industry generally."

"What happens when there are no profits to share?" was another question. One general manager told the conference that when the 1949 coal strike hit his steel firm hard, the employees' general attitude

to the problem of no profits was: "Forget 1949, let's make it up in '50." And they did just that, the executive reported.

"What is the attitude of union leaders?" According to one company president, the union was suspicious of the profit-sharing scheme when it was first put in. However today the union is co-operating 100 per cent. A cautious note was sounded by William Loeb, Council president, when he emphasized that union co-operation will more likely be forthcoming on the local level since the policy of big unions on the national level generally is to be suspicious of profit-sharing.

Why have some schemes failed? Cass Hough, executive vice-president of the Daisy Manufacturing Co. in Plymouth, Michigan, suggested that this might be because management attempted to substitute profit-sharing for real basic wages.

Walter Wheeler, president of the Pitney-Bowers, Inc., at Stamford, Connecticut, stated: "Obviously, management can't go into it (profit-sharing) with a selfish materialistic approach—how much more will it make for us. There has to be a spirit of wanting to do what's right."

Executive meeting of ICFTU in Brussels

Both the Canadian Congress of Labour and the Trades and Labour Congress of Canada sent representatives to the Executive meeting of the International Confederation of Free Trade Unions, held in Brussels, Belgium, early in November.

The CCL was represented by Vice-President C. H. Millard, who is also Canadian Director of the United Steelworkers of America. President Percy R. Bengough represented the TLC.

Among the matters on the agenda of the meeting were: the date, place and agenda of the 1951 Congress of the ICFTU; the proposed Inter-American Regional Conference to be held in Mexico City in January, 1951; and aid to trade unionism in underdeveloped countries.

Mr. Bengough remained in Brussels at the conclusion of the ICFTU meeting to attend the 113th Session of the Governing Body of the International Labour Office.

Hiring and separation rates in certain industries

A report entitled *Hiring and Separation Rates in Certain Industries* has been issued by the Dominion Bureau of Statistics. Covering the period from September, 1947, to August, 1949, the report is based on data collected by the Unemployment Insurance Commis-

sion from establishments employing 10 or more persons and having one or more employees insured under the Unemployment Insurance Act. It shows the number of hirings and separations per 100 persons on the payrolls of all industries thus covered and of 40 selected industries for all Canada. Similar figures are shown separately for the Maritime Provinces, Quebec, Ontario, the Prairie Provinces, and British Columbia (including the Yukon), the selected industries varying to fit the leading industrial activities of each region.

For all Canada, the report shows generally higher rates of hirings than of separations during the spring and summer months; an approach towards equality from September to November, with hiring rates down only slightly from those of summer but separation rates higher; and generally higher rates of separation than of hiring from December to March.

Overall hirings were smaller in proportion to the average number on payrolls during the four months May to August last year than in 1948. They stood at nine per cent in May, eight per cent in June and August and seven in July as compared to 10 per cent in May and June and nine per cent in July and August, 1948. Separations were also lower last year at six per cent in May and seven per cent in June, July and August compared to seven per cent in May and June and eight per cent in July and August the previous year.

During the 24 months the highest proportion of hirings was 10 per cent and the lowest five, while the highest rate of separations was nine per cent and the lowest six per cent.

Activities of Ontario Labour Relations Board

A cumulative report of the Ontario Labour Relations Board shows that 827 applications were filed from December 9, 1948, the Board's date of inception, to August 31, 1950.

Of these applications, 795 were for certification, and in 521 cases certification was granted. The Board dismissed 121 applications and 44 were withdrawn.

Of 25 applications for revocation of certification, 2 were withdrawn, 15 dismissed and 3 granted. The Board dismissed 2 complaints referred it by the Minister of Labour.

Applications for final settlement procedure constituted 3 of the cases; of these 2 were dismissed and 1 granted.

The 2 remaining cases were requests for cancellation of collective agreements.

School for workers opened in Montreal

Under the auspices of the Thomas More Institute, a School for Workers was opened at the D'Arcy McGee High School in Montreal on October 2, according to newspaper reports. Union representatives of every affiliation are said to have co-operated in the work of preparing the program of studies.

The following comprise the first term courses: Human Rights and Labour Unions; The Rise of Labour Movements; Talking at Meetings; and Labour and Management. The latter course consists of a series of lectures by various union leaders, designed to explain the dealings of unions with management and also elementary and more advanced procedures involved in the defence of workers' rights under the laws of the province. Two of the speakers will be Pat Conroy of the Canadian Congress of Labour and Max Swerdlow of the Trades and Labour Congress.

British Ministry of Labour report, 1949

Recent activities of the Ministry of Labour and National Service are described in the Ministry's annual report for the year 1949, published by H.M.'s Stationery Office in September. The five sections making up the report deal with manpower, services of the Ministry, industrial relations, international labour relations, and organization of the Ministry.

Manpower and industrial relations "in the widest sense" were the main concern of the Ministry during the year, the report states.

A chapter is devoted to surveys of the labour position, and the action taken by the Ministry to build up the labour force in the essential industries and services.

Although by 1949 distribution of manpower was already adjusted broadly to peacetime pattern needs, it was still found necessary, it is pointed out, to canalize the flow of labour in order to get the level of manpower required in the more important industries and services, and the individual firms producing goods for dollar export. There was a slight increase in the civilian labour force, due in part to a small rise in the working population and to a further reduction of the armed forces, but no substantial numbers of additional workers were available, and there was a "constant demand for labour" in some important industries.

Employment offices during the year filled about four million vacancies for

persons over 18 years of age, 488,000 of which were "first preference" jobs. Under the Youth Employment Service 234,000 boys and girls were placed in their first jobs since leaving school.

There was a decline in the labour force in coal mining, but in the textile industries the labour force rose by 43,000, as against the *Economic Survey* forecast of 24,000.

Unemployment continued at much the same level as in 1948, varying according to seasonal trends from 375,700 in January, to 243,000 in July and 330,300 in December. Nearly £19 million was paid out in unemployment benefit, and more than £4 million in supplementary National Assistance grants.

The Ministry's efforts to foster joint consultation between management and workpeople met with encouraging response, it is reported. At the end of the year about 80 per cent of the 20½ million employees in Great Britain's industries and services were covered either by voluntary negotiating machinery or by statutory machinery. The report outlines the developments in conciliation and arbitration.

Particularly noticeable throughout the year, it is noted, was the number of claims for increased wage rates that were settled through conciliation or arbitration machinery, many of which covered entire industries. The number of cases referred to the National Arbitration Tribunal was the highest in any year since the war.

U.K. labour invited to study management problems

The British Trades Union Congress has given its support to participation by affiliated unions in local management associations, as a means of enabling trade union officials to "join with lively-minded managers in getting a mastery of today's problems and techniques of management," according to a recent issue of the TUC magazine, *Labour*, which describes the functioning of these associations under the sponsorship of the British Institute of Management.

The Institute itself was established, with a Government grant of £150,000, on the advice of a committee set up by Sir Stafford Cripps, while he was President of the Board of Trade in 1945. Since 1947—its first year of operation—the Institute has been an independent, non-political and non-profit making organization, having as its main object the raising of the general level of management efficiency.

Firms and boards of nationalized industries are among the corporate bodies

eligible for membership. Trade unions are also welcome to join; and the article states that in addition to the TUC itself, 21 unions with a membership aggregating 3½ millions have now enrolled.

The use of the Institute's lending and reference libraries, assistance from its information service and places at its lectures and conferences are available to members.

The Institute acts as a clearing house for information on managerial practice and experience which it endeavours to present to management in simple, practical and authoritative form.

Under a national scheme which the Instituté is operating in connection with the Ministry of Education, some 60 colleges are providing approved courses in management studies. In addition, large-scale conferences on such subjects as standardization in industries, which have attracted 500 or more management personnel and some trade unionists, are now a popular feature of the services afforded by the Institute.

British unionists report on American productivity

"Unions should seek to co-operate in the application of 'scientific management' which, even if not an exact science, can make a valuable contribution to increasing productivity in industry." This was one of the recommendations made by a team of British trade union officials who visited the United States to investigate the role of unions in increasing productivity in that country. The detailed report, *Trade Unions and Productivity*, was published on their behalf by the British Trades Union Congress.

While British trade unions can learn much from the experience of American trade unions, the latter can equally benefit by studying British methods and attitudes, the team stated, although differences in the industrial and economic environments of the two movements limit the effectiveness of the interchange of experiences.

In this connection, the United States has not experienced a post-war economic situation calling for a policy of wage restraint on the part of trade unions. Moreover, because of the size of the home market and the comparatively small percentage of American industrial capacity employed on export production, there is not the urgent need as in Britain to keep prices down—provided wages are not left behind. Britain must keep prices down in order to maintain a high standard of living and to compete effectively with other countries, the report maintained.

The United States, in addition, enjoys certain advantages not familiar to British

industry. The scattered and small-scale nature of Britain's foreign markets often prevents integration with home production and does not permit the long production runs common to American industry.

Some of the other recommendations in the report were as follows:—

Industrial Efficiency

(1) Larger unions and federations should establish production engineering departments and train production engineers for their national or district offices to protect and further the widest interests of their members.

(2) The Trades Union Congress should have a competent technical staff to give help and guidance in the establishing of union production departments and to provide direct services to unions too small to engage their own staffs.

(3) Consideration should be given to the employing of small full-time staffs, including technicians or production engineers, in some of the TUC Regional Advisory Committees to render services to unions in the regions and to give direct help to shop stewards and the trade union sides of joint production committees and works councils.

(4) Quarterly or half-yearly meetings of the technical staffs of the TUC, the unions and regional committees would facilitate an exchange of information. It might be considered desirable also to seek regular meetings with government statisticians and other authorities to discuss current statistics.

Education and Training

(5) In staffing trade union production departments it should not be enough to change the title of an organizer to that of production engineer. It is essential for him to acquire a first-class training and to be equally as competent as the industrial consultants employed by management.

(6) Technical staffs should train and instruct workshop representatives in the techniques of production and joint consultation—to deal effectively with day to day problems in the place of work and to make practical contributions to works councils and joint production committees.

(7) Unions should extend their educational facilities to provide weekend and summer school courses in the economics of trade unionism in full employment and the implications of an increasing standard of living.

Technical Advance

(8) In initiating or participating in the introduction of incentive schemes, unions should, where practicable, seek to increase production efficiency through a greater use of mechanical aids and the application of time and motion study in order to maximise earning opportunities.

(9) As trade unionists want the standard of living to rise continually they cannot justify opposition to the installation of new or modernized machinery or the use of re-deployment techniques.

Profits and Prices

(10) Unions should collect information on profit margins, costs of production, sales turnover and other aspects of company finances with a view to taking action against unnecessarily high consumer prices.

(11) Where management refuses to reduce high consumer prices, unions should prepare authoritative cases for presentation to such bodies as the Central Price Regulation Committee and the Monopolies and Restrictive Practices Commission.

Exchange of Information

(12) In establishing production departments British unions should arrange to send teams to the United States to observe trade union attitudes and methods.

(13) American trade union teams and individual officers should be invited to Britain to study British trade union administration and methods of operating, particularly in joint consultation, working class education and politics.

(14) Eminent trade union production engineers might also be invited to Britain to give talks on their unions' production engineering activities, thereby reaching a wider audience than could possibly visit the United States.

Safety in the use of power presses

The first Report of the Joint Standing Committee on Safety in the use of Power Presses, recently issued by the United Kingdom Factory Department, indicates the progress which has been made in improvements in design and performance of interlock guards since the publication in 1945 of the Report of the main Committee appointed to consider the subject. It was on the recommendation of this Committee that the Joint Standing Committee was set up to continue the study, particularly with regard to new developments.

The Joint Standing Committee reports that it has given consideration to:—

- (a) Progress in the voluntary implementation of the recommendation in the Main Report that new presses should be supplied with safety devices at the time of sale.
- (b) Examination of existing designs of interlock guards with a view to improving performance and reliability.
- (c) Examination of new designs of safety devices incorporated in presses.
- (d) The use of fluid (e.g. compressed air) assistance in the operation of presses and guards.

With regard to the first subject dealt with by the Committee, the Report states that presses can now in general be purchased complete with interlocking guards. This progress has been achieved because makers have produced machines in which interlocking guards of the makers' own design have been incorporated and also because press makers have collaborated with guard makers in the modification of existing press designs so as to provide a more effective application of the guard

makers' products. The Joint Committee is convinced, however, that the application of interlocking guards will be made completely satisfactory only when clutch design is considered in relation to the guarding problem. Press makers are advised to give this matter their early attention.

The Report recommends the improvement and simplification in certain respects in the design of interlocking guards. It is pointed out that the principle of "failure to safety" was not attained in many earlier designs but steps have been taken by the factory inspectors to advise makers of this point so that modifications could be made. Consequently, guard makers have modified designs to ensure that in the event of failure of the guard mechanism, it is not possible to operate the press. It is also suggested that designers should give special attention to the amount of wear and tear of many guards and a table analyzing the causes of accidents occurring with interlocking guards during 1947 is given in Appendix I to the Report.

The Committee is of the opinion that the principles of the specifications for interlocking guards do not in general require modification but that there are certain details which should receive attention in design. These details are set out with diagrams in Appendix II.

In connection with developments for the reduction of fatigue and improvement in production, the Committee notes an increasing tendency for the application of pneumatic devices for press and guard operation. Examples of various types of interlock guards incorporating pneumatic devices which were examined by the Committee's technical subcommittee are described. A press arranged for pneumatic operation is illustrated in Appendix III.

The Report deals also with the use of "arrestor" devices, interlocking guards for presses driven through friction clutches, and automatic mechanical guards on "sub-heavy" presses, i.e., those presses in the range intermediate between the key-clutch operated presses and the heavy presses used for motor car panels and similar work.

British pamphlets on industrial safety

The Factory Department of the United Kingdom Ministry of Labour and National Service has recently issued revisions of three safety pamphlets—Memorandum on Electric Arc Welding; Safety of Machine Tools and other Plant: No. 1, Fencing of Drilling Machine Spindles, Chucks and Tools; and the Use of Chains and Other Lifting Gear (Safety Pamphlet No. 3).

Memorandum on Electric Arc Welding has been reprinted with few changes (L.G., 1946, p. 550). The section relating to the precautions which should be taken to protect the eyes from ultra violet and infra red rays has been revised to bring it into line with the latest standard of the British Standards Institution on the subject (No. 679, 1947—Protective Filters for Welding and other Industrial Operations).

Both the Protection of Eyes Regulations, 1938, and the Building (Safety, Health and Welfare) Regulations, 1948, require the provision of suitable goggles or effective screens to protect the eyes of persons employed in the process of electric welding from particles or fragments thrown off.

An addition to the section dealing with the ignition of inflammable material consists of excerpts from the 1950 Report of the Working Party on Fire Prevention and Fire-Fighting in Ships in Port. Some of the preventive measures recommended in the Report which are set out in this section of the revised pamphlet are the employment of watchers with the necessary fire-fighting equipment on the opposite side of the plating where the welding is in progress; keeping fire patrols informed where welding has been in progress; frequent inspection of ship for two hours after welding stopped; removal of combustible material from opposite sides of deck where work is being carried on; closing or screening of port holes and openings through which sparks may fall; instructions to workers; and the responsibility of the senior official in charge of such work for the observance of these precautions.

By permission of the Controller of H.M. Stationery Office in the United Kingdom, the 1945 edition of this pamphlet was reprinted in 1946 by the Department of Labour of Canada and copies are still available.

The 1950 edition of *Safety of Machine Tools and Other Plant: No. 1, Drilling Machines*, like the earlier one, consists mainly of diagrams which stress the need for the protection of the lower parts of the spindles, chucks and tools. It is pointed out in the introduction to the pamphlet that while it has been the practice for many years to fence securely the upper parts of spindles, numerous accidents have been caused by insufficient protection of the lower parts.

Among the diagrams which have been added to the new edition are those showing proper guards for radial drilling machines and for tapping operations.

The revised edition emphasizes that the wearing of caps by women operators cannot be regarded as substitutes for secure fencing.

The seventh edition (1949) of *The Use of Chains and Other Lifting Gear* contains concise, illustrated information as to good practices with regard to quality, proportions, safe working loads and treatment of chains and other lifting gear.

Some new types of chains are dealt with in this edition and additional tables on the safe working load of lifting gear are included. A section designed to assist chain examiners describes the principal causes of failure in chains and lifting appliances and a summary of recommended precautions, particularly applicable to chains and slings, is set out.

The Appendices to the pamphlet include the statutory requirements relating to lifting gear contained in the Factories Act, 1937, the Building (Safety, Health and Welfare) Regulations, 1948, and other regulations, together with a list of the latest standards approved by the British Standards Institution for chains, rings, hooks, shackles and eyebolts.

TUC aid for Common- wealth and colonial unions

Britain's 8,000,000 organized trade unionists are to spend nearly £37,000 on practical help to the trade unions of the colonies, whose membership is now over 500,000, and also on helping the unions in India and Pakistan, according to the United Kingdom Information Office.

In order to finance this new program, the General Council of the Trades Union Congress is asking for an increase in the subscription paid to the TUC by each affiliated union. It is estimated that the increase will bring in an extra £30,000 to the TUC's annual income.

Twenty-three overseas trade union centres will share this help. It will be spent on providing them with concrete assets—typewriters and office equipment, books and lecture courses, and with personal advice from experienced British trade unionists. This last item will prove the most costly, both in money and men, as the TUC plans to send about 30 experienced trade unionists to the colonies and to India for limited periods, to advise and help the new trade unions.

This TUC program is intended to supplement the work which the International Confederation of Free Trade Unions is planning, on a wider scale, for all the underdeveloped areas of the world.

Growing demand for labour in U.S.A.

Commenting on the effects on the United States economy of the defence program, the U.S. *Monthly Labour Review* states in its October issue:—

"One of the most serious impacts of the expanding defence program on an economy already utilizing most of its manpower is a growing demand for labour and the possibility of shortages in certain areas or occupations. In that respect, the current situation, with less than 2½ million unemployed, may present greater problems than the beginning of the defence program before World War II, when there was a pool of 8 million jobless. . . .

"Total employment in early September was 61·3 million, the highest on record for that season of the year, according to the Census Bureau's report. This was about a million less than were employed in August, due almost entirely to the withdrawal from the labour force of students returning to school."

Increased factory hiring in U.S. industry

The Bureau of Labour Statistics of the United States Department of Labour announced that the factory hiring rate had increased to 66 per 1,000

workers on payrolls during August. This compared to a July rate of 47 per 1,000, and was the highest since October, 1946.

Statistics on factory hiring rates indicate the extent to which workers are hired in a particular month. Such hiring results from the need to replace workers who have left their jobs for various reasons, and to fill labour requirements because of increased production.

The Bureau attributes the sharp increase to "strong civilian demand and the beginning of defence mobilization. . . ."

The report said that the increase in the rate of hiring was "recorded in virtually all industry groups." The rising tempo of the preparedness campaign also increased the rate at which workers were leaving their jobs for service in the military forces, and for employment in defence plants and industries. The Bureau reported the August quit rate in all industries as 30 per 1,000. This compared to a rate of 18 per 1,000 in July. The quit rate covers all voluntary separations.

The report further noted that "job opportunities became more abundant (as) students and teachers left vacation jobs to return to school. All industry groups except tobacco manufacturers reported higher quit rates in August. Military and miscellaneous separations increased for the

second consecutive month to 3 per 1,000, the highest rate since VJ-day. Factory lay-offs continued at a low rate, changing slightly from 6 per 1,000 in July to 7 per 1,000 in August."

The greatest rate of increase in hiring was in the durable goods industries where the August hiring rate was 72 per 1,000. Among industries in this group showing increased hirings were ordnance, fabricated metal products, electrical machinery, transportation equipment, aircraft and ship-yards.

In the non-durable goods industries, increased hiring was noted in the food, apparel and textile industries, and in the rubber products, tobacco, and paper and allied products industries.

In September the hiring rate declined somewhat, following the record expansion of August. From 66 per 1,000, the rate dropped to 58 per 1,000, but was still higher than in any other month since September, 1947.

Trend to voluntary wage increases in U.S.A.

During the first nine months of 1950, more than a million organized workers in the United States received wage increases, according to the Bureau of Labour Statistics.

The report noted an increasing trend by employers during 1950 to grant voluntary wage increases and to promise additional increases later in the year or in following years.

During September, guarantees of additional increases in 1951 or later were written into 135 settlements affecting some 220,000 workers. In 45 of these settlements, provision was also made for periodic cost-of-living adjustments. An estimated 100,000 workers were affected by these agreements. Promises of a later wage increase and a cost-of-living adjustment have been written into 85 contracts.

Escalator clauses, providing for later automatic adjustments based on the Bureau of Labour Statistics price index, were inserted in 34 additional agreements involving 105,000 workers. There was no promise of separate annual increases in these contracts, the Bureau said.

The report estimated that there were at least a thousand separate wage actions which provided wage increases for over 1½ million employees. The Bureau said that 77 per cent of these workers were employed in manufacturing; 16 per cent in non-manufacturing establishments; and 7 per cent in Federal, state, county and municipal governments. In numbers of

workers involved those employed in metal working were first, followed by the textile group.

About 250,000 clerical and salaried employees (not covered by the terms of union agreements), and production employees in non-union establishments also received increases, the report stated.

Survey of non-wage labour costs in United States The Economic Research Department of the United States Chamber of Commerce recently released a study on non-wage labour costs to industry.

The report is the result of a survey of 690 individual American firms, employing more than four million workers. The Chamber of Commerce gives three reasons for making its study:—

- “(1) Because of the addition of non-wage costs, the hourly wage rate has ceased to be an accurate reflection of the labour costs of operating a business, or of the income and benefits received by workers.
- “(2) Most of these non-wage benefits are relatively recent innovations. They are growing in importance as both

workers and management place ever greater emphasis on fringe and other non-wage payments. The spread between wage costs and total labour costs will, therefore, widen in the future.

“(3) There is little statistical information available on the size of non-wage benefits. In particular, they are not included in the wage data reported by government bureaus. As a result, government data give an inadequate measure of the labour costs of business.”

Non-wage labour costs as defined in the survey include the employers’ share of social security taxes, unemployment compensation, workmen’s compensation, railroad retirement pensions, paid rest periods, payments for time not worked, paid holidays and vacations, profit-sharing payments, Christmas or special bonuses and special payments ordered by courts, and payments to union stewards.

According to the report, non-wage payments by industry in 1949 amounted to 16.0 per cent of payrolls as compared to 14.4 per cent in 1947. They averaged 23.7 cents per hour worked, or \$477 per year per employee.

Non-wage Payments, 1949

	As per cent of payroll	Cents per hour worked	Dollars per year per employee
25% of firms paid more than.....	20.0%	28.8¢	\$583
50% of firms paid more than.....	14.9	21.5	442
75% of firms paid more than.....	11.0	15.0	312
Mean or average payment.....	16.0%	23.7¢	\$477

The survey shows that non-wage payments are “of considerably more importance to some firms than to others.” However, such payments “amount to a significant cost to business and to an important benefit to workers,” the report said.

Movement towards equal pay for equal work in U.S. Recent publications of the Women’s Division of the U.S. Department of Labour describe the progress that has been made in the United States towards the acceptance of the principle of equal pay for equal work. They also outline state equal-pay legislation now in effect and the proposed federal equal-pay law.

A leaflet entitled *Equal Pay for Women Means a Rate Based on the Job—Not on the Sex of the Worker* emphasizes the importance of equal pay to persons in every walk of life. To working women, equal pay is a matter of “simple justice”,

which insures women receiving what they are entitled to for the work they do. To working men, “equal pay affords greater wage and job security. It discourages employers from hiring women for less money, or, as sometimes happens, from replacing men with women at lower rates.” To industry, “equal pay protects fair employers from the unfair competition of those who attempt to use women as undercutters of men’s wages.” To housewives, “equal pay means more economic security . . . for it protects the wages of male heads of families.”

Included in the pamphlet are suggestions on what to work for in equal pay bills and what to avoid. As a guide to state legislators and the public, the pamphlet carries a summary of the Bureau’s draft, “State Equal Pay Bill.” Briefly the draft prohibits wage discrimination against women on the basis of sex; defines such basic terms as employer, employee and occupations; establishes enforcement powers

of State commissioners of labour; provides for the collection of unpaid wages; provides for the maintenance of records and for reporting by employers; establishes penalties for violations; and preserves the remainder of the law if one section is held invalid.

Reviewing the equal pay movement, a second publication, *Movement for Equal Pay Legislation in the United States*, states that this trend is not a "temporary war-inspired expedient but a sound wage-policy, established in some measure for many years, and with a growing body of support behind it."

During World War I, public attention was concentrated on equal pay for women when the War Labour Board enforced the policy of "no wage discrimination against women on the grounds of sex." With World War II, even greater strides were made in the direction of this principle. Confronted by the influx of women into jobs normally open to men, many war industries introduced equal pay. The impetus given this principle during the war has added support to present progress.

Turning to public service, the booklet notes that the Federal Government has recognized the principle of "rate for job" regardless of sex. Under the Classification Acts of 1923 and 1949, a uniform salary is established for each specified grade and class of work, thereby eliminating variation because of sex. Approximately half of the States have Civil Service Systems which include all branches of the State Government, and the practice of equal pay for State employees is generally observed.

About one-fourth of the States have passed equal pay laws specifically on behalf of teachers. Federal equal pay bills in connection with workers in private industry in inter-state commerce have been introduced in the 79th, 80th and 81st Congresses with Department of Labour support.

The importance of women in industry is demonstrated by the constantly increasing proportions of married women and of older women who have employment or are seeking it, the review points out. Of the 17 million women in the labour force in April, 1949, 50.9 per cent were married, 33.1 per cent single, and 16 per cent widowed or divorced. In February, 1950, 43.4 per cent of these women were 35 years or over, whereas before the war only 40 per cent of women in the labour force were in that age category.

The question of Equal Remuneration for Men and Women Workers for Work of Equal Value was on the agenda of the 1950 International Labour Conference

(L.G., Aug., 1950, p. 1155) and will again be considered at next year's Conference.

**Foreman's
duty to
plant held
paramount to
own interest**

A trial examiner for the U.S. National War Labour Board recently ruled that a foreman's responsibility to his employer may at times "be paramount to his own interest."

The case involved fifty supervisors and guards of a coke plant who had joined in a strike of rank-and-file employees, members of the United Steelworkers of America. The employer discharged them for this action. The foremen and guards thereupon filed charges that they had been dismissed illegally, declaring that they concerted had ceased work for their own mutual aid and protection as well as for the mutual aid and protection of the rank-and-file employees.

The examiner, however, declined to recommend their reinstatement. He found that the strike occasioned a "hazard with possible ensuing damage of a serious and extensive nature to the company's physical plant," and that the company had therefore the right to "rely upon the supervisory personnel to take the place, so far as possible, of the striking rank-and-file employees." He ruled that in this case the responsibility of the foremen and guards to their employer superseded their own interests.

The case was heard under the old Wagner Act, which had been in effect at the time of the strike (1946).

**Mediation
priority for
disputes in
defence
plants**

Cyrus S. Ching, chief of the U.S. Federal Mediation and Conciliation Service, recently announced a plan whereby the Service could give priority to the conciliation of disputes in defence plants.

Mr. Ching said that his agency, the armed forces and the Munitions Board, had worked out a system of close liaison and priority designed to maintain a careful watch on labour-management problems, and give immediate assistance wherever needed.

The defence agencies will advise the Conciliation Service of plants receiving contracts, and give other information which might be of value. Area conciliation officers will then observe labour-management relations in these plants. Mr. Ching said that his present staff of 200 conciliation officers would be considerably augmented.

**Wage, price
control
agency set up
in U.S.A.**

Under the provisions of the United States Defence Production Act (L.G., Oct., 1950, p. 1662), President Truman has appointed Dr. Alan Valentine as Administrator of Economic Stabilization.

Dr. Valentine's work will be to plan and develop both short and long-range price and wage stabilization policies. He will also be responsible for creating the necessary organization for their administration. He is empowered to "establish price ceilings and stabilize wages and salaries where necessary."

Mr. Truman also announced establishment of the position of Director of Price Administration, and of a nine-man tripartite Wage Stabilization Board to work under Dr. Valentine. The wage board will be under direction of Cyrus S. Ching, and its members will equally represent labour, management and the public. The price director has not yet been named.

The function of the wage board is to "make recommendations to the Administrator regarding the planning and development of wage stabilization policies and . . . such other functions with respect to wage stabilization as may be determined by the Administrator after consultation with the board."

**Extension
of social
security
in U.S.A.**

Important changes in United States social security legislation were made by legislation approved by the United States Congress in August.

The new law adds about $7\frac{1}{2}$ million people to the 35 million previously covered by Old Age and Survivors' insurance, makes voluntary insurance available to a further 2 million, liberalizes eligibility conditions and increases benefits by an average $77\frac{1}{2}$ per cent. In addition, the public assistance program is extended, principally through the establishment of federal aid for needy persons who are permanently and totally disabled. Federal grants to the states for maternal and child health services, for services to crippled children and for child welfare services are also increased.

Coverage under Old Age and Survivors' Insurance is extended to some $4\frac{3}{4}$ million self-employed persons and to regularly employed farm and domestic workers, although most professional people and certain other groups, including self-employed farmers, are not included. Voluntary coverage is made available to employees of non-profit organizations when the employer and two-thirds of his

employees agree to contribute and to state and local government employees not covered under a retirement plan. Americans employed outside the U.S. by an American employer are now covered and the definition of employee has been extended. The new coverage provisions come into force on January 1, 1951.

Pensions to existing beneficiaries are increased by about 50 per cent in the highest benefit group and by about 100 per cent in the lowest; the average primary benefit for a retired insured worker will be increased from the present \$26 to about \$46. As from May, 1952, pensions for future beneficiaries will be increased through use of a new benefit formula under which pension will be 50 per cent of the first \$100 of average monthly wage plus 15 per cent of the next \$200. It is estimated that under this formula pensions to future beneficiaries during the next ten years will be about 110 per cent higher than would have been possible under previous regulations. Subject to limitation in certain cases minimum primary benefit is raised from \$10 to \$25, and maximum family benefit from \$85 to \$150. The amount a beneficiary may earn in covered employment without loss of benefit is increased from \$14.99 to \$50 and the retirement test at age 75 is eliminated together with increments in benefit for years of coverage. Another revision under which an applicant for benefit must have coverage for only half the number of quarters since 1950, instead of since 1936 as formerly, substantially liberalizes eligibility. Benefits to survivors are also increased from 50 to 75 per cent of the primary benefit in certain cases.

Employers and employees will continue to share costs equally. Contributions by each will be $1\frac{1}{2}$ per cent of wages until 1953 and will rise gradually until 1970 when they will remain at $3\frac{1}{4}$ per cent; rates for the self-employed will be one and one-half those for employed persons. The limit on earnings on which benefits are computed and contributions paid is raised from \$3,000 to \$3,600.

In view of the difficulties encountered in attempting to obtain universal coverage under a program where benefits are related directly to contribution record, the Senate unanimously voted \$25,000 for a two year committee study of ways by which coverage could be extended, and of "pay as you go" financing as opposed to the present modified actuarial system.

The original provision in the bill for establishment of a permanent and total disability insurance system did not become law, but a new category of federal-state

assistance to needy, permanently and totally disabled individuals is now to be set up. Under the aid to dependent children program the new law makes benefits available to a disabled mother or other relative with whom the child is living and under the aid to the blind scheme a mandatory exemption of \$50 monthly earned income is provided. Finally the new Act authorizes substantial increases in the important grants administered by the Children's Bureau. The grant for maternal and child health services is raised from \$11 million annually to \$15 million in 1950, and to \$16.5 million thereafter; the grant for crippled children's services is raised from \$7½ million to \$12 million in 1950, and to \$15 million subsequently; and the grant for child welfare services is raised from \$3½ million to \$10 million.

One amendment which was incorporated in the Act, in spite of criticism by President Truman and by labour groups, was the so-called Knowland amendment, relating to federal government contributions to state unemployment insurance funds. The amendment prevents the federal Government from withholding funds from a state which it believes has failed to meet federal unemployment compensation standards until the state's highest court has ruled on the issue in question.

According to the *New York Times* this amendment facilitates strike-breaking, since its net effect is "to permit a state to deny unemployment compensation benefits to a person who refuses to take a job left vacant in a labour dispute, and still collect from the federal government, until the state supreme court decides the case—a matter of three years or so."

Princeton study of lay-off policies and practices

The Princeton University Industrial Relations Section has published a study by Robert L. Aronson, entitled *Lay-off Policies and Practices*, based on recent experience in collective bargaining in the United States.

The study describes "the problem of handling lay-offs . . . (as) essentially a problem in selection." Management's chief interest is to maintain efficient production, and to keep the most able workers. The union's major problem "is to devise a method of distributing a limited quantity of work among the members of the bargaining unit." The unions "have institutionalized the principle of seniority," the study notes, to handle the situation when lay-offs become necessary.

The report describes the application of seniority, types of seniority units and

factors in choosing these units, the use of displacement and transfers in lieu of layoff and other factors of the lay-off problem.

From his study, Mr. Aronson concludes:—

Unemployment is never satisfactory either for the individual or for society, regardless of the machinery established for handling it. Such measures as dismissal compensation, unemployment insurance, public employment exchanges, community-wide and inter-industry arrangements for transfers of employees between firms, and vocational guidance and training may help to alleviate or even reduce the problem. The most satisfactory lay-off provisions and procedures, it is true, only serve as a means of fairly distributing a reduced amount of work among the employees of particular companies. Policies and procedures with respect to lay-off, transfer, and recall may, however, contribute considerably to the processes of adjustment to change in our economy. To do so in a way that reconciles divergent viewpoints and interests is no mean achievement.

Financing of veterans' housing in U.S.A.

Almost half the veterans who bought mortgage-financed homes made no down payment, according to a survey made by the U.S. Labour Department, covering nine large-city areas during the latter half of 1949.

The survey is stated to be indicative only of findings in large metropolitan areas, and it did not cover custom-built houses.

Most of the veterans in the survey (7 in 10) made down payments of 5 per cent or less. In contrast, most non-veterans (7 in 10) paid over 15 per cent down.

On the whole, veterans bought less expensive houses than non-veterans, although the modest home was predominant in both groups. Most of the homes (around 60 per cent) were in the price brackets from \$7,000 to \$10,000. Only a fourth of the veterans but half the non-veterans bought houses selling at \$10,000 or more. Among the non-veterans in these large metropolitan places, a relatively small number (something over 10 per cent) had new houses that cost them \$15,000 or more.

Only about 15 per cent of the houses were bought without Government-aided financing.

Quarterly summary of Australian statistics

Statistics concerning wages, prices, and other information are contained in the latest issue of the *Quarterly Summary of Australian Statistics*.

One section of the quarterly is devoted to employment, unemployment and wages. The figures show a total trade union

membership to the end of 1948 of 1,423,150, as compared with 915,470 in 1939. In this nine year period, there has been a steady yearly increase in the number of trade unionists in Australia.

The figures show a general decline in unemployment among trade union members since 1939. In that year, 9.7 per cent of trade unionists were unemployed. In 1949, reporting unions indicated that 2 per cent of their members were unemployed. For the first three months of 1950 the percentage was 0.8 per cent.

An average of 1,573 people received unemployment benefits each week in the year 1948-49, and in the same period, sickness benefits were paid to a weekly average of 10,560 people.

In July, 1939, there were approximately, 1,700,000 wage and salary earners in Australia as compared with 2,321,200 in July, 1949, and 2,527,000 in March, 1950. There has been a steady increase in wage and salary earners since 1939.

In 1949, there were 849 industrial disputes, involving 3,984 establishments. These disputes involved 264,577 working people both directly and indirectly, and resulted in a loss of close to 1,400,000 working days. The estimated loss in wages was £2,611,536.

At March 31, 1950, the average weekly wage in Australia was 172s 10d. Excluding workers in shipping and agriculture, the average wage was 170s 10d; the average hourly rate was 4s 3½d, and the average work week 39.96 hours. The average weekly total wages paid in the year 1948-49 were 19.4 million pounds, as compared to 10.2 million pounds in 1941-42. The average for the three months to the end of March, 1950 was 21.5 million pounds.

The Australian price indices for six capital cities are computed on the basis of the years 1923-27 equal 1,000. The food and groceries index has risen from 886 in 1938 to 1,473 at the end of the March, 1950 quarter. The housing index, computed for four and five roomed houses has risen from 942 in 1938 to 984 at the end of March, 1950. In Sydney, the index was 1,004 in 1938 and 1,049 in March, 1950. The "all items index" shows a steady increase since 1939. In September, 1939, the index stood at 916, and in March, 1950, it was 1,491.

India institutes vocational training scheme

With the three-fold object of ensuring a steady supply of skilled industrial workers, improving quality and quantity of production, and reducing unemployment, the Government of India earlier

this year announced the introduction of a technical and vocational training scheme for adult civilians.

The Government's decision to introduce the scheme was in response to public demand for training facilities for civilians, such as were provided in the rehabilitation of ex-service personnel.

Under the scheme two types of training are available: a two-year technical course in all the important engineering and building trades, and a one-year vocational course in selected cottage and small-scale industries. The plan includes six months' apprentice training to provide the trainee with practical experience.

The scheme is jointly sponsored by the Central and State Governments and is integrated with the National Employment Service. It is open to all classes, with 12.5 per cent of the entrances reserved for candidates belonging to the "scheduled" castes. Training is given free of charge, and scholarships providing monthly payments while at training centres are provided for fifty per cent of the trainees. In addition, free medical treatment and other facilities are available. At the commencement, 10,000 trainees are being accepted.

In conjunction with the scheme, the Government has established a central institute for the training of instructors, in consultation with the State governments.

Trainees will, on completion of training, submit to a trade test by a Board of Examiners drawn from industry and Government departments, and successful candidates will be awarded a "National Certificate in Craftsmanship."

In announcing the scheme, the Director-General of Resettlement and Employment said that India's shortage of skilled manpower "might well prove to be a serious bottleneck in the development of the country's industries," unless steps are taken to remedy the situation.

Work of resettling displaced persons to continue

The way has been opened for the resettlement of 55,000 "new refugees" from behind the Iron Curtain. This has been made possible as a result of a resolution approved by the General Council of the United Nations International Refugee Organization, according to a Geneva dispatch to the *New York Times*.

The Council's action removes the deadline of October 15, 1949, which marked the last date on which a refugee could register with the IRO for resettlement. Many persons who have arrived in the West since the deadline date, with no visible means

of getting to new homes outside Europe, will be eligible, subject to the usual personal qualifications, for transport in IRO ships.

Since July, 1947, when the IRO took over the post-war displaced persons problem from UNRRA, the organization has maintained a daily average of 721 persons transported from "DP" camps to new homes in countries around the world. In the three years, some 1,500,000 refugees have been assisted. Of these, 70,253 were repatriated and 790,398 were re-established in new homes. Over 90 per cent of the refugees resettled came from IRO camps in Germany, Austria and Italy.

Canada in this period has accepted 86,789 refugees.

Persons resettled during the past fiscal year ended June 30, 1950, totalled 264,079, a decrease of over 53,000 from the previous year. The drop is attributed to a slackening off of Jewish emigration to Israel, and the immigration programs of Canada, Brazil and Argentina.

Refugees receiving full care and maintenance at the end of June, 1950, had declined from the July 1, 1947, figure of 719,588 to 248,441. Eighty-four per cent were located in Germany, Austria and Italy. The July total included 11,745 refugees in staging and embarkation centres awaiting departure for resettlement. In addition, 291,138 registered refugees were being provided with IRO legal or political protection, resettlement or repatriation services.

**World
Conference
planned for
white collar
workers**

The International Confederation of Free Trade Unions is planning to hold a world conference for "white collar" workers at ICFTU headquarters in Brussels, April 18-21.

The conference will consider conditions of employment, organizational problems, and establishment of an international trade secretariat for non-manual and professional workers.

Collective Bargaining Contracts in the Canadian Meat Packing Industry

This is article Number 11 in the series *Collective Agreements Studies*, prepared in the Economics and Research Branch of the Department of Labour.



At right: Packing plant workers stamp and tag beef which has been graded by a Federal Government grader.



Labour organization in the Canadian meat packing industry developed rapidly during the war years, until at present almost 80 per cent of eligible employees are covered by collective bargaining agreements.

Agreements in this industry show more uniformity than do the contracts in many other mass production industries. Three contracts covering the majority of workers are signed by the United Packinghouse Workers of America with the largest companies. The remainder are almost all negotiated by the same union and have many similarities with the larger contracts.

The following article describes the provisions in meat packing agreements relating to such matters as wages, hours, guaranteed weekly earnings, overtime, seniority, vacations, holidays, union membership, and settlement of grievances.

Almost eighty per cent of the eligible employees in meat packing establishments across Canada are covered by terms of collective bargaining agreements. Of an estimated seventeen thousand production and maintenance workers, fourteen thousand are under agreements, those omitted being for the most part employed in relatively small plants. Thirty-nine current agree-

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At left: Workers in the meat packing industry—top, boning hams; left, packing poultry in cardboard boxes for delivery to butcher and grocery stores; right, Government meat inspector checking bolognas.

ments were available for study. The majority apply to single plants and cover an average of less than 125 employees,¹ but three cover 9,500 workers in establishments operated by Canada Packers, Swift Canadian Company and Burns and Company, the largest firms in the industry:

Activities of meat packers include the buying and slaughtering of meat animals and the preparation, packing and canning of meat products. In addition to meat production, residual materials give rise to such products as lard, shortening, tallow, oils,

¹ Sixteen agreements apply to bargaining units of from 100 to approximately 700 employees; twenty apply to units of 100 employees or less.

soaps, fertilizers, hides and bristles. The minute division of tasks employed has reduced the majority of individual job assignments to a single operation, but cutting skill remains a prerequisite to a large number of jobs.

Employees directly engaged in production tasks; maintenance workers such as engineers, firemen and electricians; men employed in company stockyards; and truck drivers are generally covered by collective agreements. Supervisors, office workers, buyers, salesmen and confidential employees are excluded from bargaining units. The United Packinghouse Workers of America (CCL-CIO) is the recognized representative of approximately ninety per cent of the organized employees and is the negotiator of agreements on their behalf.

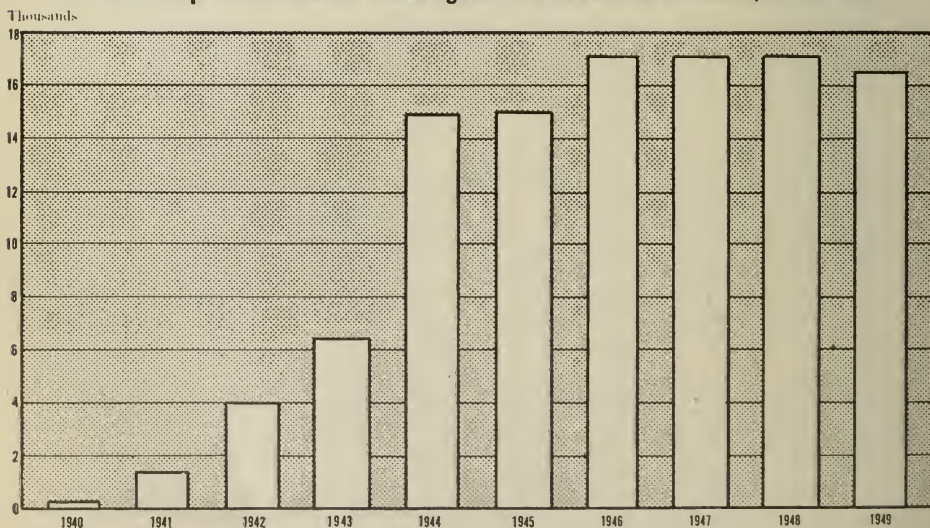
The rise of the UPWA to its present position in the industry has taken place within the past decade, but union activity dates to the turn of the century. The Amalgamated Meat Cutters and Butcher Workmen of North America (TLC-AFL) had some early success in organizing Canadian packinghouse workers, particularly from 1919 to 1922. Although further organizing attempts were made by various groups, little was accomplished until the time of the Second World War. After 1939 the Packinghouse Workers' Organizing Committee laid the foundations for the present United Packinghouse Workers of America which replaced the Committee in 1943. This group was not alone in its work for coincident with the early expansion of the UPWA, local unions of packinghouse workers were chartered, first, by the Trades and Labour Congress of Canada and, subse-

quently, by its member national union, the Packinghouse Butchers and Allied Workers' Union. These have since been replaced by the UPWA and the Amalgamated Meat Cutters and Butcher Workmen's Union.

Negotiations between the three principal companies and the UPWA were first at the plant level but, with the later development of the union, it began to press for industry-wide bargaining. Progress in this direction was made in 1944 and in 1945 when certain contract adjustments were made for all establishments of the "big three" companies and a common expiry date for the individual plant contracts was adopted. Following this, company-wide bargaining for the agreement of each company took place in 1946 and since that time agreements signed with each of Canada Packers, Swift Canadian Company and Burns and Company have applied to all their meat packing establishments. The remaining thirty-six agreements in the industry cover more than 4,300 workers, the majority having been signed by UPWA locals. Approximately 10 per cent of the workers are covered by collective agreements negotiated by unions other than the UPWA including the Amalgamated Meat Cutters and Butcher Workmen's Union, which again chartered locals in Canada in 1945, and a number of independent local unions.

Almost all packinghouse contracts are effective for a one-year or a two-year period. Regardless of duration, agreements are automatically renewable on a yearly basis after the initial term unless, within thirty to sixty days before the annual expiry date, one party serves notice of its desire to negotiate changes. Those which initially

Membership in the United Packinghouse Workers of America, 1940-1949



run for two years usually permit adjustments of the wage scale once during their terms.

The conditions of employment set forth in the contracts can be broadly classified in three divisions, working conditions, union membership and settlement of differences. So grouped, clauses of the agreements are discussed in the following sections.

Working Conditions

Rules for plant working conditions agreed upon in collective bargaining affect such matters as wages, hours and overtime, seniority, vacations and statutory holidays. Certain aspects of plant operation are subject to "management rights" clauses in all but two agreements. These clauses vary, but, in general, they specify that, subject to the terms of the agreement, the companies retain the right to manage the business; to determine the products manufactured, the methods and scheduling of production; to hire, promote, transfer, discharge for cause and otherwise direct the working force.

Wages—(See Table 1). Clauses regarding rates of pay for hourly paid and weekly paid workers are included in the agreements. The large majority of employees covered by agreements are paid by the hour. Inclusion of an occupational rate schedule is relatively uncommon, only fourteen smaller contracts having such a schedule. Nevertheless, many agreements state that wage schedules are available for reference, presumably for purposes of adjusting grievances. Among the few contracts containing a wage schedule, one standard rate for each job classification is generally quoted. Only three provide a range of rates according to length of service. Generally, wage provisions in the contracts examined provided for a cents-per-hour or percentage increase above previous rates. Basic minimum rates for male and female labour are usually indicated and constitute the only reference to wage rates in the contracts of a small minority of workers.

New employees are usually required to work for a time at below standard rates, although the length of time is not clear in all contracts. These rates vary between 2½ and 11 cents an hour below regular job rates and may apply for a period of from one to six months. Four cents below regular rates was the most common hiring rate found. Under six contracts, in which the qualifying period is relatively long, new employees receive periodic increases until the basic rate is reached. In most cases newly hired employees apparently receive starting rates until the qualifying period is completed.

1950 CONTRACT CHANGES

This study of collective agreements in the Meat Packing Industry is based on the agreements in effect prior to August 1, 1950. Since completion of the analysis, information has been received in the Department concerning revised two-year agreements, effective August 1, 1950, which were negotiated between the "Big Three" meat packing companies, Canada Packers Limited, Swift Canadian Company Limited and Burns and Company Limited, and the United Packinghouse Workers of America. Major changes between the three new contracts and those included in the analysis are as follows:—

WAGES

Increased 7.4 per cent effective August 1, 1950, with a further three cents per hour increase to become effective August 1, 1951.

Wage rates to be adjusted periodically according to changes in the official cost-of-living index from a base of 167.5 (rates adjusted one cent for each 1.3 point change in the index).

HOURS

Reduced to 42 per week in most plants of two companies, and to 40 in plants of the remaining company.

Guaranteed work week reduced to 36 hours in all plants.

STATUTORY HOLIDAYS

Employees required to work on a statutory holiday will be paid 1½ times their regular rate in addition to holiday pay.

VACATIONS

Third week of vacation after 15 years of service for all employees.

UNION DUES

In two of the companies new employees must pay dues to the Union commencing on the first pay day of the second calendar month following employment.

The computation of wage rates for employees performing more than one task is dealt with in contracts covering more than one-third of the employees subject to collective agreements. Workers in meat packing may be called upon to perform several tasks in a day owing to production requirements and it is provided that the wage for the highest rated job worked will be paid if 75 per cent or more of working time is spent on that job. Otherwise actual time worked on the highest rated job is paid for at its rate and the time remaining at the rate of the next highest paying job.² These clauses occur frequently in agreements of larger firms, but are not commonly found in the contracts of smaller firms. It seems probable that the performance of several tasks raises a greater problem in larger firms having greater job specialization.

Wage adjustments for workers transferred from one principal job to another are dealt with variously in the contracts. Some state that an employee permanently transferred to a higher rated job be paid the higher rate when qualified. Normally, the qualifying period is limited to six weeks. On permanent transfer to a lower rated job, a number of agreements, particularly those of larger companies, provide for payment of the former rate over six weeks. Clauses referring to temporary transfers specify that employees transferred on a temporary basis to higher rated jobs must be paid the higher rate, while on similar transfers to a lower rated task, the previous rate is paid.³

Five cents is added to basic hourly rates for night work under contracts applying to

² A representative clause reads.—“The term ‘base rate’ shall mean the rate set down for a specific labour operation under the base rate schedule. The term ‘job rate’ shall mean the rate determined by a combination of base rates applicable to the work performed by the employee, and the job rate shall be determined as follows:

The two highest base rates shall be used; the highest rate at the actual time worked and the second highest rate for the remainder of the time worked;

When an employee spends 75 per cent or more of his time on the highest rated job, then the highest base rate shall become the job rate.”

³ Examples from contracts:

- (a) “If an employee is transferred permanently to work where the job rate is higher, he shall receive the higher rate when qualified in the opinion of the foreman. If an employee is kept on work where the job rate is higher for a period of six (6) consecutive weeks such a transfer shall be considered permanent.
- (b) “If an employee is permanently transferred from work where the job rate is higher his rate shall not be reduced for a period of six (6) weeks including lay-off, after which the lower rate shall prevail.
- (c) “When an employee is required temporarily to fill a higher rated job, he shall receive the higher rate, but if required temporarily to fill a lower rated job, he shall receive his regular rate.”

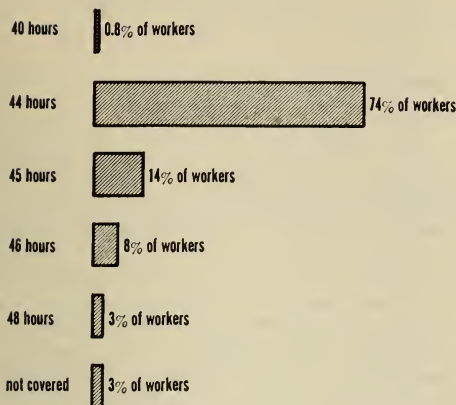
a large majority of meat packing workers. The night bonus is paid for hours worked between 6 p.m. and 6 a.m. under nearly all of the contracts. A few call for payment between 4 p.m. and 4 a.m. This clause is the only direct reference to shift work under many of the contracts, and it appears that shift work among production workers is not common. Certain groups of employees are classified as “continuous shift operators” including such workers as oilers, engineers, firemen and tankmen, and work on a shift basis, but the schedule of shifts and daily hours is not generally given.

An employee who, owing to circumstances beyond his control, is dismissed for the day without completing four hours is entitled to four hours’ pay under the majority of minimum call pay provisions. A very few contracts specify a three-hour minimum. Employees called to work outside of normal working hours are frequently covered by a separate minimum pay provision. For the largest number of workers this minimum is four hours at the regular rate of pay. Other minima in order of importance are time and one-half for the hours actually worked or four hours at the regular rate, whichever is larger; the actual time worked at time and one-half plus additional time at the regular rate required to make three hours; four hours at the overtime rate; and three hours at the regular rate.

Hours and Overtime—(See Table II). Although the largest number of contracts call for a forty-five to forty-eight-hour week, the majority of workers under packing-house agreements are scheduled to work a maximum forty-four-hour week. Daily hours, days per week, starting and quitting times are infrequently detailed. More commonly, weekly limits are stated with the added stipulation that hours per day must not exceed a given number, usually eight or nine. Within these limits, hours schedules for various plant departments are to be drawn up. From contracts which do supply more detail on daily hours, it is evident that all employees in a plant do not work the same number of hours in the day or the same number of days in the week, some being scheduled to work five days a week, others five and one-half days and shift operators, six days.

Hours schedules may be altered in ten agreements affecting approximately 8,600, or more than sixty per cent, of the workers. It is usually specified that contemplated changes will be discussed with the union and that changes will not be made effective until after seven days’ notice in the case of gang schedules or twenty-four hours’ notice for an individual employee.⁴

Length of Work Week—Meat Packing Agreements



Uneven deliveries of livestock to packing plants results in irregularities in production schedules and hours of work. To avoid consequent hardships on workers, there is a minimum guarantee of weekly pay equal to a stated number of hours. The usual guarantee is $36\frac{1}{2}$ or $37\frac{1}{2}$ hours' pay, but in a number of contracts it is as high as 40 hours.⁵ The latter applies where the standard work week is longer than 45 hours.

Application of the "minimum guarantee" is detailed in most contracts. Though some variations occur, the following provisions are commonly found. First, the companies are frequently free to adjust gangs, distribute work between departments and to transfer employees. Part time and casual workers are normally excluded from the guarantee. Lateness or absence is to result in a proportionate reduction in the guarantee. Also, a reduction will be made during the first week of employment for employees hired after the beginning of the week. An employee is not entitled to any guarantee for the week in which he quits or is discharged, but one who is laid off is entitled to the guarantee for the week in which notice is given. Agreements usually require

⁴ "The present schedule may be altered from time to time as the exigencies of the business require. The Company, however, agrees that except by mutual consent, no gang's schedule shall be changed without 7 days' notice, and, no individual's schedule without 24 hours' notice. . . . The Union will be consulted before a change is made in a gang's schedule, or when feasible, in an individual's schedule. If a change of schedule involves a reduction in take-home pay, it shall be subject to grievance procedure".

⁵ "The Company guarantees to each full-time (excluding thereby part-time employees and casual employees) hourly paid employees, pay equivalent to thirty-seven and one-half ($37\frac{1}{2}$) hours of work at his regular rate of pay for each week at work for the Company. . . ."

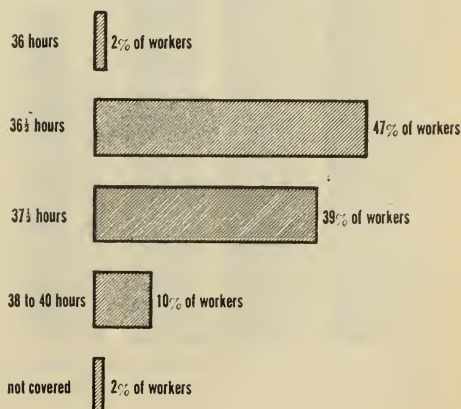
that notice of one day for each six months of service be given to employees who are to be laid off. Pay received for statutory holidays not worked is normally considered as part of the guarantee.

Daily rest periods are discussed in most contracts, ten minutes twice a day being the usual contract provision. Where one rest period is specified, the duration is normally fifteen minutes.

Although the arrangement and duration of meal periods is not generally covered, a provision in contracts applying to approximately two-thirds of the employees states that workers may not be required to work more than five or, in some cases five and one-half hours, without having time for a meal. Agreements covering a somewhat larger number of workers specify that employees working overtime are entitled to a meal period within a stated time, usually one or one and one-half hours after overtime starts. Approximately one-half of the latter stipulate that workers will continue on pay during the overtime meal period, limited to twenty or thirty minutes, and that the company will supply the meals.

Hourly rated employees covered by the contracts analysed are paid one and one-half times regular rates for overtime work. Practically all of the agreements stipulate that overtime rates will be paid for hours worked in any day outside of daily scheduled hours. While a number of these state that overtime may be calculated on a daily or a weekly basis, only a few outline the method of calculation in detail. These require that overtime be calculated for hours worked in excess of scheduled weekly hours and separately for hours worked in excess of scheduled daily hours during the week, the larger of the amounts to be paid.

Guaranteed Weekly Earnings—Meat Packing Agreements



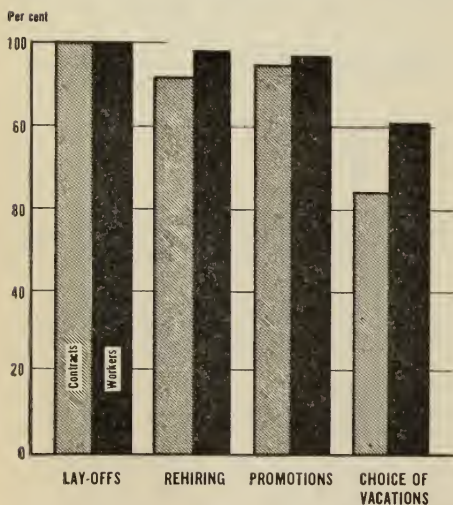
Overtime for weekly rated employees may be handled similarly to that for hourly rated employees by reducing weekly rates to an hourly basis. However, nine agreements, two of which are "big three" contracts, state that weekly paid employees will be allowed compensatory time off which may be accumulated.

A clause contained in nine contracts covering 8,700 workers, approximately three-quarters of whom are employees of two of the largest firms, makes overtime following a late start in the working day subject to a separate provision. When, owing to a late start, it becomes necessary to work beyond scheduled quitting time, time and one-half will be paid after a stated period even though the employee may not have worked the full number of daily hours. One or one and one-half hours after the normal stopping time, depending on the individual contract, is the usual period set for this purpose.⁶

Hours worked on the seventh day of the week are governed by a separate overtime provision in 33 of the 39 agreements. More than 13,000 employees under 30 contracts receive double the regular rate of pay for hours worked on a Sunday or other rest day in place of Sunday. Somewhat more than 600 workers under three contracts receive the regular time and one-half overtime rate.

Seniority—(See Table III). Employees covered by all meat packing agreements are subject to seniority provisions. Seniority, although not normally acquired until employees have completed a probationary

Application of Seniority—Meat Packing Agreements



period, dates from the time of hiring. The probation period may be as short as one month or as long as one year, being in the majority of contracts, three months or less. A worker is usually placed on a seniority list for the department in which he works. Departmental employees, after an additional period of employment, also acquire plant seniority. The length of service required before plant seniority is attained ranges from three months to three years, but in the majority of contracts it is nine months.⁷ Only in small bargaining units is an employee placed on a seniority list for the entire plant on completion of the probationary period.

Subject to an employee's skill and ability to perform tasks assigned to him, seniority applies in lay-offs, in rehiring after a lay-off, and in promotion. Seniority is also to be considered under many contracts when arranging vacation schedules.

Lay-off rules in establishments having plant seniority require that employees be laid off in order of their accumulated seniority, after first discharging probationers, part-time and casual labourers. Rehiring is in the reverse order. In plants having both department and plant seniority the system is more complicated, and varies between contracts although the intent in all cases is to retain workers with plant seniority until others have been laid off. When employment is to be reduced in a department, employees with seniority in that department are laid off in order. Employees in the affected department who have plant seniority may usually displace workers with department seniority elsewhere in the plant. Thus a common order of lay-off in packinghouse contracts is, (1) part-time employees, casual workers and

6 Example:

"When, by reason of a late start, it is necessary to work beyond scheduled quitting time, the Company agrees to pay one and one-half ($1\frac{1}{2}$) times his regular rate to an hourly rated employee required to work after expiry of one hour beyond his scheduled quitting time, even though he may not then have worked the full number of hours scheduled for the day. The Company similarly agrees to pay to an hourly-rated employee one and one-half ($1\frac{1}{2}$) times his regular rate for any hours he may be required to work before his scheduled starting time".

7 Examples:

- "An employee's seniority rights shall become effective when he has twelve (12) weeks of service within any six-month period and has received in each such week pay at least equal to the guaranteed payment..."
- "The Company shall maintain seniority lists showing those employees who have plant seniority, and those who have seniority in each of the seniority divisions."
- "Seniority shall be on a divisional basis until an employee has completed nine months of seniority service."

TABLE I.—WAGE PROVISIONS IN THE COLLECTIVE AGREEMENTS OF THE MEAT PACKING INDUSTRY

Number of Agreements Containing such Clauses and Number of Workers Covered by Them

Contract Provisions	Number of Agreements	Number of Workers Covered
<i>Wage Scales—</i>		
Wage Schedule with agreement.....	14	870
Basic Minimum labour rates only, no schedule.....	4	280
Across the board increase over previous rates, no schedule.....	17	11,920
Existing rates to remain in effect, no schedule.....	4	930
<i>Hiring Rates—</i>		
Lower than regular rates.....	31	.....
Regular rates apply after stated period.....	25	.....
Hiring rates not mentioned.....	8	.....
<i>Composite Rates, Performance of More than One Task—</i>		
75% or more of time spent on highest rated task—all time at rate for that task.....	6	5,500
Less than 75% of time spent on highest rated task—actual time on highest rated at that rate, remainder at second highest rate.....	6	5,500
<i>Transfer Rates—</i>		
Permanent to higher rated job—paid higher rate when qualified.....	7	2,850
Permanent to lower rated job—paid former rate for six weeks.....	8	5,700
Temporary to higher rated job—paid higher rate immediately.....	12	5,950
Temporary to lower rated job—paid former rate.....	10	3,600
<i>Shift Bonus—</i>		
Five cents per hour.....	27	12,880
No mention.....	12	1,120
<i>Minimum Call Pay—</i>		
Four hours at regular rate.....	26	12,790
Three hours at regular rate.....	3	75
Clause covering call outside regular hours.....	23	12,465

TABLE II.—HOURS AND OVERTIME HOURS PROVISIONS IN THE COLLECTIVE AGREEMENTS OF THE MEAT PACKING INDUSTRY

Number of Agreements Containing such Clauses and Number of Workers Covered by Them

Contract Provisions	Number of Agreements	Number of Workers Covered
<i>Standard Weekly Hours—</i>		
44 hours or less.....	17	10,440
45—48 hours.....	19	3,520
No mention.....	3	40
<i>Guaranteed Weekly Hours—</i>		
36—38 hours.....	25	12,420
38—40 hours.....	5	1,350
No provision.....	9	230
<i>Overtime—</i>		
For hours worked outside of scheduled hours.....	37	13,880
Daily.....	19	9,220
Daily or weekly.....	18	4,660
For hours worked after standard weekly hours.....	2	120
<i>Rest Periods—</i>		
Two rest periods per day.....	22	10,350
One rest period per day.....	3	210
Existing practice to be retained.....	2	2,700
No mention.....	12	740
<i>Meal Periods—</i>		
After stipulated number of regular hours.....	18	8,900
After stipulated number of overtime hours.....	12	9,290

probationers, (2) employees with department seniority in the department being reduced, (3) employees with department seniority in other departments, and, (4) employees with plant seniority. In rehiring the order is commonly, (1) employees with plant seniority, (2) employees having department seniority in the department being increased, and, (3) employees with department seniority in other departments.

To avoid large temporary lay-offs, the possibility of reducing working hours is con-

sidered in eighteen contracts applying to 9,000 workers. By such clauses companies agree to investigate the possibility of reducing the hours of work.

Seniority governs promotions, where skill and ability are relatively equal, under a large proportion of contracts. The normal procedure, where combined department and plant seniority prevails, is promotion within departments. Almost all such contracts contain a clause covering the seniority of employees transferred to different depart-

TABLE III.—SENIORITY PROVISIONS IN THE COLLECTIVE AGREEMENTS OF THE MEAT PACKING INDUSTRY

Number of Agreements Containing such Clauses and Number of Workers Covered by Them

Contract Provisions	Number of Agreements	Number of Workers Covered
<i>Probationary Period—</i>		
Less than three months.....	8	3,280
Three months.....	17	8,970
More than three months and less than one year.....	10	1,630
No mention.....	4	120
<i>Type—</i>		
Department and Plant seniority.....	16	12,400
Plant seniority only.....	14	980
Not stated.....	9	620
<i>Application—</i>		
In lay offs.....	39	14,000
In rehiring.....	36	13,710
In promotions.....	33	13,570
In choice of vacation period.....	25	11,350
<i>Promotions—</i>		
Vacancies to be posted.....	11	8,620
Temporary until employee qualifies.....	12	6,280
Promoted employees to have reasonable qualifying period.....	4	2,680
<i>Seniority Status Retained, Allowable Breaks—</i>		
To maximum of two years depending on service.....	6	8,080
To maximum of one year depending on service.....	7	650
One year for all employees.....	8	3,530
Less than one year for all employees.....	8	580
Period indefinite.....	4	730
No mention.....	6	430
<i>Allowable Breaks, Extension for Sickness—</i>		
To two years.....	7	6,020
Period indefinite.....	15	1,100
No mention.....	17	6,880
<i>Allowable Break, Leave for Union Business—</i>		
Full time union officials, duration of contract.....	17	11,840
Full time union officials, duration indefinite.....	8	570
Other union representatives, limit 30 days.....	3	2,490
Other union representatives, duration indefinite.....	8	470
<i>Allowable Breaks, Leave for Personal Reasons—</i>		
One year.....	5	5,880
Three months.....	5	3,390
Duration not stated.....	18	3,950
No mention.....	11	780
<i>Reasons for Loss of Seniority—</i>		
Voluntary quit or discharge.....	35	13,580
Absence without permission for stated period.....	13	7,000
Failure, upon notification, to return to work within reasonable period.....	33	13,500

ments. Upon transfer, the employee retains his seniority in his old department for a period of from three to four months, after which his accumulated seniority is transferred.

In order to facilitate promotions, several agreements stipulate that vacancies, except those which must be filled immediately, be posted to allow interested employees opportunity to apply. Employees promoted are on probation in some cases until satisfactory qualifications for the new job are demonstrated. Other contracts merely state that

a promoted employee must be given a reasonable time in which to qualify. In neither case is the qualifying period limited, apparently being left to the judgment of the company, subject, of course, to a possible grievance.

Most employees under collective agreements in the industry retain seniority during periods of non-employment caused by lay-off or sickness and during leaves-of-absence. Terms of the majority of contracts specify either that seniority will be retained during non-employment for a period dependent on

TABLE IV.—VACATIONS WITH PAY AND STATUTORY HOLIDAYS PROVISIONS IN THE COLLECTIVE AGREEMENTS OF THE MEAT PACKING INDUSTRY

Number of Contracts Containing such Clauses and Number of Workers Covered by Them.

Contract Provisions	Number of Agreements	Number of Workers Covered
<i>Duration of Annual Vacation—</i>		
One week after one year of service.....	37	13,830*
Two weeks after one year of service.....	2	160*
Two weeks after three years of service.....	2	240*
Two weeks after five years of service.....	35	13,600†
Three weeks after ten years of service.....	3	340†
Three weeks after fifteen years of service.....	6	750†
Three weeks after twenty years of service.....	22	12,550
<i>Other Vacation Provisions—</i>		
Proportionately shorter vacation for less than one year of service.....	13	8,670
Vacation allowance pro-rated on continuous employment.....	19	12,570
Vacation allowance on separation.....	25	13,300
Allowance for statutory holiday within vacation.....	18	12,890
<i>Statutory Holidays with Pay Annually—</i>		
Eight.....	35	13,910*
Less than eight.....	4	90†
<i>Pay Rates for Work on a Statutory Holiday—</i>		
Double time.....	31	10,806*
Double time and one-half.....	5	3,060
Other.....	3	140

TABLE V.—UNION MEMBERSHIP PROVISIONS IN THE COLLECTIVE AGREEMENTS OF THE MEAT PACKING INDUSTRY

Number of Contracts Containing such Clauses and Number of Workers Covered by Them

Contract Provisions	Number of Agreements	Number of Workers Covered
<i>Compulsory Union Membership—Type</i>		
Maintenance of Membership.....	25	12,730*
Union Shop.....	5	480
No clause.....	9	790*
<i>Check Off—Type</i>		
Voluntary Revokable.....	18	11,920*
Voluntary Irrevocable.....	3	730*
Voluntary (No clause covering revocation).....	6	640*
Compulsory.....	6	530*
No mention.....	6	180†

length of service or that seniority will be retained for a uniform period for all employees. Under the first of these, an employee with less than one year's service will be retained on the seniority list for a stated number of months or for a period equal to a percentage of his accumulated service. Between one and two years' service will entitle the employee to retention of seniority during a stated longer period or for a period equal to his length of service. After two years of service the maximum break in employment, without loss of seniority, is frequently two years. Absence owing to sickness receives additional con-

sideration under many contracts. Under agreements affecting a substantial portion of the labour force, seniority will be retained up to two years during sickness even though an employee may not qualify for a break of such length under other contract terms. Others state that an employee will not lose his seniority during illness, but the period is not limited.

Leaves-of-absence without loss of seniority of two types are dealt with in the great majority of agreements; for union business and for personal reasons. The number of employees permitted leave to take up full time union positions in most cases is

TABLE VI.—SETTLEMENT OF DIFFERENCES PROVISIONS IN THE COLLECTIVE AGREEMENTS OF THE MEAT PACKING INDUSTRY

Number of Agreements Containing such Clauses and Number of Workers Covered by Them

Contract Provisions	Number of Agreements	Number of Workers Covered
Work Stoppages		
<i>Strikes and Lockouts Prohibited—</i>		
During life of contract and renewal negotiations.....	12	8,740
During life of contract only.....	9	770
Until all procedures adopted for the settlement of disputes have been exhausted.....	14	4,170
No mention.....	4	320
<i>Other Provisions—</i>		
No strike vote during term of contract and renewal negotiations until dispute settlement procedures exhausted.....	5	8,040
Essential operations to continue in event of strike.....	7	2,940
Grievances		
<i>Definition—</i>		
Grievance not defined.....	14	6,710
Interpretation and application of agreement and other disputes relative to employer-employee relations.....	15	6,450
Interpretation and application of agreement only.....	10	840
<i>Grievance Handling—</i>		
Provision for union stewards.....	36	13,630
Provision for union grievance committee.....	32	13,590
Provision for assistance of outside union representative at later stage.....	19	9,650
Provision for referral to company head office and national union before arbitration.....	8	7,720
<i>Other Grievance Provisions—</i>		
Employee may handle grievance without union assistance.....	3	410
Presence of a complaining employee may be required at all stages.....	7	6,440
Special procedure for handling dismissals.....	28	12,640
Retroactive provision for pay grievances.....	20	12,200
Company may initiate grievances.....	12	6,450
Special procedure for alleged violation of contract.....	12	8,880
<i>Grievance Pay during Working Hours—</i>		
Regular pay for limited number of hours (Grievance Committee).....	7	6,220
Regular pay for all time.....	5	3,000
Union representatives not paid.....	2	250
No mention.....	25	4,530
<i>Arbitration—</i>		
Arbitration last stage in grievance procedure.....	31	13,360
Arbitrators to be guided by contract in reaching decisions.....	17	11,810
Each party bears expense of its representative and expenses of chairman borne equally.....	18	12,290

limited to one or two in each plant. Other employee representatives engaging in union business outside the plant may obtain leave as shown in table III, the number granted such leave being frequently determined in negotiations between the unions and the companies. Companies also agree to grant leave for personal reasons for durations shown in table III.

Reasons for immediate loss of seniority are contained in a large proportion of the contracts. Either two or three days of absence without permission will result in loss of seniority. Failure, upon notice, to return to work after a lay-off, or to advise the company of an intention to do so, within forty-eight hours will result in loss of seniority, although in a small number of contracts the time limit is set at a "reasonable time". Where it is urgently required to fill a vacancy, companies generally need not be guided by the forty-eight hour or "reasonable time" provision, but can go down the seniority lists until another suitable laid-off employee is located. Workers so rehired retain their positions, but a senior employee who was not located is to be re-employed on the next available position without loss of seniority provided, after receipt of the notice, he informed the company of his desire to return to work.⁸ Furthermore, contracts place no obligation on the companies to trace an employee. A communication directed to the last known address of an employee is considered sufficient notice.

Vacations with Pay—(See Table IV). All employees covered by collective bargaining agreements are entitled to annual paid vacations, the length of which depends on accumulated service. The most common arrangement is one week's vacation after one year's service, two weeks after five years and three weeks after twenty years. Female employees under most of these are granted the third week after fifteen years of service.

Reference to the method of computing vacation pay states, in the majority of cases, that hourly rated employees are to receive pay for the basic weekly hours at regular

hourly rates and weekly paid employees receive regular weekly rates. Only a few contracts in smaller plants base vacation pay on a percentage of earnings during the previous year.

Service for vacation purposes is generally computed as at a fixed date commonly referred to as the "cut-off" date. For example, assuming May 1, to be the "cut-off" date, employees with one year of service but less than five at that date will receive one week's vacation according to most contracts. But a substantial proportion of the agreements provide that an employee who has not completed one year of service at the "cut-off" date will receive a vacation proportionate in length to his service.

Vacation allowances or service credits for vacation purposes are related to actual time on the payroll during the year. Total service for vacation purposes may be reduced by an amount equal to any time lost during the year but more frequently vacation pay is proportionately reduced. However, certain absences may be allowed without effect on subsequent vacations. While permissible absences vary between contracts, vacations will not normally be reduced for absence with permission up to a limited number of days, for absence owing to illness or accident for a stated number of weeks, or for absence of limited duration while on authorized leave.⁹

Other frequently found provisions relating to vacations deal with vacation allowances on separation and extra allowances for statutory holidays occurring in vacation periods. Employees leaving the service of a company are entitled to pay for existing vacation credits. An employee leaving a company with six months of such service will receive one-half his normal vacation pay. Nearly all of these contracts stipulate that discharge for cause cancels unused vacation privileges. For a statutory holiday within a vacation period, most companies may either grant an extra day with pay or an extra day's wages.

⁹ For Example:

"Vacation pay for each week of vacation for hourly rated employees shall be the basic weekly hours at the regular hourly rate (weekly paid employees, the weekly rate) prorated on the number of weeks of earnings for which vacation pay has not been granted in the 12 months . . . immediately preceding the cut-off date."

"Leave of absence not exceeding . . . weeks shall be regarded as weeks of earnings. In the case of illness certified by a practicing Physician or Surgeon an employee, upon his return to the service of the Company, shall receive vacation credit for each week of illness, not to exceed . . . weeks, as if earnings had been received. An employee upon his return to the service of the Company after a compensable accident shall be granted vacation credit as if earnings had been received."

⁸ Sample clause:

"In urgent cases, however, where it is necessary to secure workers at notice of less than 48 hours, the Company, if unable to make contact with the senior eligible employee, may recall the next senior employee and so on down the list, until the vacancy is filled. Employees rehired under such circumstances shall retain the positions to which they are appointed, but provided the employees with whom the Company was unable to communicate in time later within 96 hrs. advise the Company of their desire to return to the Company's employ, they shall retain their seniority and shall be eligible for recall on the next occasion of a vacancy in a position for which they possess the required ability."

Statutory Holidays—Eight statutory holidays with pay are to be observed annually according to the majority of packing house agreements. Employees required to work on any of these days receive premium rates for hours worked. Normally workers must be present on the day before and the day following a statutory holiday to qualify for pay, except if absent with permission of the company.

Miscellaneous—Twenty-four agreements covering 12,400 workers make reference to employee benefit plans. Only a minor number contain details of the plans, most agreements merely stating that employees are entitled to sick pay or other benefits under a health and welfare plan. However, details of sick pay are given in five agreements under which an employee will receive either one-half his normal wages for a period of time proportionate to his service or full wages for a short period of time, depending on the individual contract.

Safety is a subject of nearly all the agreements. A clause by which the companies agree to make all reasonable provision for the safety of employees during working hours is common. Five of the smaller contracts provide for the setting up of union-management safety committees. In addition, a number specify that certain safety devices, not including personal items of clothing, will be supplied to employees by the companies where necessary.

Other clauses relating to working conditions and found variously throughout the contracts include such matters as provision of working clothes at cost, free laundry service and reasonable time for tool sharpening.

Union Membership

Employees under agreements are not generally required to become union members as a condition of employment. Only five contracts applying to an average of 96 workers each contain a union shop provision. However, maintenance of membership clauses under which union members are obliged to remain so for the life of a contract are common. Most of these allow employees to withdraw from the union during a short period, normally two weeks, before the annual expiry date.¹⁰ Supplementing maintenance of membership clauses, fifteen contracts covering more than 11,000 workers, contain a provision designed to assure freedom of action to employees respecting union membership.¹¹ (See Table V).

Check-off provisions are almost universal in packinghouse agreements, only six cover-

ing very small bargaining units not having some form of dues deduction. The voluntary revokable check-off, by which any employee who authorizes the company in writing to do so will have his union dues deducted from his pay, is generally applicable. Individual employees may later rescind such authorizations. Contracts frequently outline the form of authorization to be used; the times at which, and the union officer to whom, the company will turn over amounts deducted; and the maximum dues that the union will charge for purposes of the check-off.

Bulletin Boards—In order that the union can more effectively transmit information to its members, twenty-eight of the contracts affecting 13,200 workers, specify that the union has the privilege of posting notices of meetings and other matters of business on bulletin boards within the plant. Usually notices must be approved by management before posting.

Settlement of Differences

Methods for disposing of contract interpretation differences and other employer-employee differences during the life of a contract are outlined in detail. Work stoppages are restricted and procedures are set out for handling day-to-day grievances. (See Table VI.)

Work Stoppages—The resort to strikes and lockouts is restricted in practically all of the meat packing agreements. The largest number prohibit strikes or lockouts during the life of the contract and agreements covering the majority of employees extend this prohibition to the period of

¹⁰ Example—

"The Company agrees that all employees now members of the Union and all employees who become members of the Union, shall remain members in good standing of the Union while employed by the Company during the life of this Agreement.

"Any employee to whom . . . this article applies to, may resign from membership in the Union between July 17 . . . and July 31 . . . inclusive and his future employment shall not be thereby affected."

¹¹ Example—

"No employee shall be subject to any penalties against his application for membership or for re-instatement as a member in the Union except as may be provided in the Constitution and By-Laws of the Union; and no coercion or intimidation of any kind shall be practised to compel or influence an employee to join the Union nor shall any discrimination of any kind whatsoever be practised or permitted with respect to employees who are or who become members of the Union.

"If an employee asserts that he has been unfairly deprived of membership in the Union, such assertion shall constitute a grievance and shall be dealt with according to the Grievance Procedure established by this agreement."

renegotiation.¹² On the other hand, in a substantial number, strikes or lockouts may occur after all agreed upon methods for the settlement of disputes have failed to bring about agreement.¹³ Not only do the contracts restrict strikes and lockouts, but also slowdowns or other cessations or restrictions of production. A number of contracts in larger plants prohibit strike votes among union members during the contract term and the period of renewal negotiations until all procedures for settling disputes, as outlined in the contract, have been exhausted and no agreement reached.¹⁴ Contracts covering approximately 3,000 workers provide for the continued operation of certain plant departments to protect perishable goods in the event that a work stoppage does occur.¹⁵

Grievances—All contracts make provision for processing disputes during the term of the agreement. A step-by-step method for the handling of grievances is generally outlined. By the terms of thirty-one agreements, grievances not settled through negotiation between the parties may be referred to arbitration.

Contracts covering only a small proportion of employees restrict the definition of a grievance to differences in interpretation or application of contract clauses. More commonly, a grievance is not defined in any way or includes all disputes incident to labour relations in the plant. Once a dis-

pute is referred to arbitration, contracts affecting the large majority of workers stipulate that arbitrators are to be governed by the terms of the agreements. Thus arbitration boards have no authority to add to or alter agreement terms.

Clauses providing for the election or appointment of union stewards and grievance committees are frequently included in contracts. Stewards and grievance committee members must be employees of the company. Under multi-plant contracts union representatives are selected at each plant, grievances being handled at the plant level. The numbers of stewards and the size of the grievance committee may be indicated in the contract or left to negotiation between the company and the union.

Normally the initiation of grievance procedures requires that an employee first present a complaint to his foreman with or without the assistance of a steward. If not settled, a complaint is carried in prescribed order to higher officials of the company, a steward or sometimes two stewards acting on behalf of the employee until the chief plant officials are reached, at which time the committee acts on behalf of the employee. Up to this point a complaint will have passed through from three to five stages. At the grievance committee step, a frequently found clause permits the assistance of an outside representative of the international union. Eight contracts carry the negotiation of grievances a step further to meetings between representatives of the company head office and of the international union.

Only after each step in the procedure has been followed through without settlement can either party take a grievance to arbitration. For purposes of arbitration a three-member board is established, one member appointed by the company and one by the union; the chairman to be agreed upon by these two appointees. Should the two fail to agree on a chairman within a specified time, provision is normally made for the appointment of a chairman by the appropriate provincial Minister of Labour or other outside agency. Majority decisions of arbitration boards are final and binding.

Clauses relating to certain aspects of grievance handling not included in the procedure outlined above are found among the packinghouse contracts. Only a small number state specifically that an employee may process a grievance without the assistance of union representatives. A larger proportion of agreements state that the presence of a complaining employee may be requested at any stage or all stages of the grievance procedure. Complaints arising

¹² Example—

"There shall be no strikes, or lockouts during the term of this agreement and thereafter while negotiations are under way for a renewal of extension thereof, and the Union and its members shall not during the aforementioned period authorize, call, encourage, support or take part in any strike, walkout, stoppage, slowing down or other cessation of work in or on the Company's plant or property which shall in any way affect the operations of the Company."

¹³ Example—

"There shall be no strike, slowdown, stoppage of work or suspension thereof on the part of the Union or its members employed by the Company, or lockout's on the part of the Company until the steps set forth (in the grievance procedure) have been taken with respect to the matter."

¹⁴ Example—

"The Union agrees that no strike vote of the members of the Union will be taken during the term of this Agreement or the course of negotiations with the Company for renewal or extension thereof until an attempt has been made in good faith to settle any differences arising in such negotiations by conciliation, arbitration or some other form of mediation."

¹⁵ Example—

"The Union also agrees that in the event of any strikes, walk-outs or stoppages of work, the Union shall not do or permit to be done anything by any of its members to prevent Power House staff such as firemen, engineers and electricians from continuing all or any part of their regular duties in the service of the Company."

from claimed unjust dismissal receive special consideration in the majority of agreements. An employee alleging to have been unjustly dismissed must promptly notify the grievance committee which, in turn, will notify a designated official of the company within a limited period of time, commonly three days. The grievance is then initiated at an advanced stage of the procedure. A reinstated employee must be returned to his former position and must be compensated at his regular rate of pay for time lost.¹⁶ It is general policy that pay increases arising from grievance settlements will be retroactive to the date on which the grievance was first submitted to the company in writing. A substantial number of contracts permit grievances by the company against the union, its officers or members which are usually dealt with beginning at an advanced stage in the process. Finally, a number of contracts make reference to grievances alleging violation of the agreement. Such allegations must be set forth in writing and negotiations omit preliminary steps in the grievance procedure.¹⁷

Only a small number of contracts state definitely that employee union representatives will be paid at regular rates for all

time spent handling grievances during working hours. Others specify that members of the grievance committee will be paid for grievance work during working hours although pay is often limited to a stated number of hours. Clauses dealing with the expenses of arbitration require that each party bear the expenses of its own representative and that the expenses of the chairman be shared equally.

¹⁶ Sample Clause—

"If an employee is dismissed for any reason and feels that he has been unfairly dealt with, he may within not more than seventy-two (72) hours from receipt of Notice of Dismissal, notify the Grievance Committee, who shall in such event within twenty-four (24) hours notify the company in writing. The dismissal shall then be dealt with according to the Grievance Procedure, beginning with the third step. If subsequently it is decided that the employee was unjustly dismissed, he shall be reinstated in his former position and shall be paid for this period during which he has not worked as if he had not been dismissed."

¹⁷ Example—

"If an employee or the Union or the Company alleges violation of this agreement, the aggrieved party shall set out clearly in writing the alleged violation stating in what respects it is alleged that the agreement has been violated. This procedure will apply at stage (c) of the Grievance Procedure."



Meat for the Canadian Army—Whole sides of beef are checked in the storage room of a training camp.

NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1949, BY INDUSTRY*

The proportion of paid workers in Canada employed under the terms of collective agreements in 1949 was about 34 per cent. There was an increase of one per cent in the total number of workers under agreements over the previous year. Agreements in the province of Newfoundland are included for the first time.

The great majority of agreements were renewed or revised by peaceful negotiation, only 58 strikes involving 20,000 workers having arisen out of disputes over the revision of existing agreements.

In the year 1949, the number of workers employed under the terms of collective agreements in Canada increased one per cent to a total of 1,224,146. This figure is 23 per cent higher than that for 1946, the year for which the compilation was made for the first time. Agreements in the province of Newfoundland were included in 1949 for the first time.

Classified by industry the number of workers affected by agreements is shown in the accompanying table, for the year 1949, with comparable figures for the years 1946 and 1948. (The total for 1947 was 1,120,310; details for this year were published in the *LABOUR GAZETTE*, December, 1949.) This table was compiled from information received from employers in the annual survey of wage rates and hours of labour in Canada, supplemented by additional information from employers and unions. In the great majority of cases, then, the number of workers is that reported by individual employers or employers' associations. In the remainder, the unions' estimates were used; these apply mainly to agreements made between a local union and a number of employers each of which employs a small number of workers, e.g. many of the construction trades agreements.

The proportion of paid workers in all industries in Canada who were covered by the terms of agreements in 1949 was 34.2 per cent, using the estimate of the Dominion Bureau of Statistics of 3,580,000 paid workers in Canada at October 29, 1949. The numbers under agreement in certain main industrial groups expressed as a percentage of total paid workers in the industry were: Mining 51.2; Manufacturing 47.5; Construction 48.5; Electricity and Gas 45.5; Transportation and Communication 85.4; Trade 7.3; Service 9.7.

Although there was a substantial increase in the number of agreements, these, for the most part, were made in small undertakings and did not affect large numbers of workers. In those industries where decreases in the number of workers affected are shown, they are almost entirely the result of decreases in the number employed in the establishments under agreement, e.g. in the shipbuilding industry, and not to a reduction in the number of agreements. An exception is in the asbestos mining industry where the strike early in 1949 and subsequent conciliation proceedings did not result in new agreements being made until the beginning of 1950.

There were approximately 4,580 collective agreements in effect in the year 1949. There is no doubt a small number of additional agreements in Canada which have not come to the attention of the department, but these probably concern relatively few workers. The number of agreements does not correspond to the number of establishments concerned. Although the majority of agreements are those between one employer and one union for one establishment, there are also: agreements between one employer and one union for a number of establishments located in different localities, e.g. meatpacking com-

* A file of collective agreements has been maintained in the Department of Labour for many years and summaries of representative agreements are published each month in the *LABOUR GAZETTE*. The Economics and Research Branch makes analytical studies of current agreements on file, by industry and by topic. Ten previous studies have been made covering various industries. These have been published in previous issues and have also been printed in separate bulletins. Copies of most of these bulletins are available, on request. A study on Collective Agreements in the Meat Packing Industry is in this issue. The present article is No. 12 in the series of Collective Agreements Studies.

panies; separate agreements between one employer and each of a number of unions, e.g. pulp and paper companies; agreements between an association or a group of employers and one union, e.g. in the construction industry.

The table includes the number of workers affected by agreements extended under the Collective Agreement Act of the Province of Quebec. Under this Act, the terms of agreements made between a number of employers and a union or unions may, under certain conditions, be extended by provincial Order in Council to apply to all employers and workers in the industry in the zone affected, or even to the whole province. A number of the agreements made in the Province of Quebec have been so extended, notably in the construction industry, the boot and shoe, fur, clothing, printing, garages and service station industries. The figures as to the number affected are those issued by the provincial government. In some cases more complete union agreements, dealing with union security and other clauses not covered by the Act, exist in the same industry and some workers are therefore included in each of the first two columns of the year 1949 in the table. However, all such duplications of workers are eliminated in the totals for the year.

The number of workers under agreement is greater than the total union membership in Canada. Only in closed and union shop agreements are all those affected union members. Under all other agreements, non-union employees in the bargaining unit are covered by the terms of the agreement as well as union members. On the other hand, some union members are employed in undertakings in which no collective agreement exists. Actual union

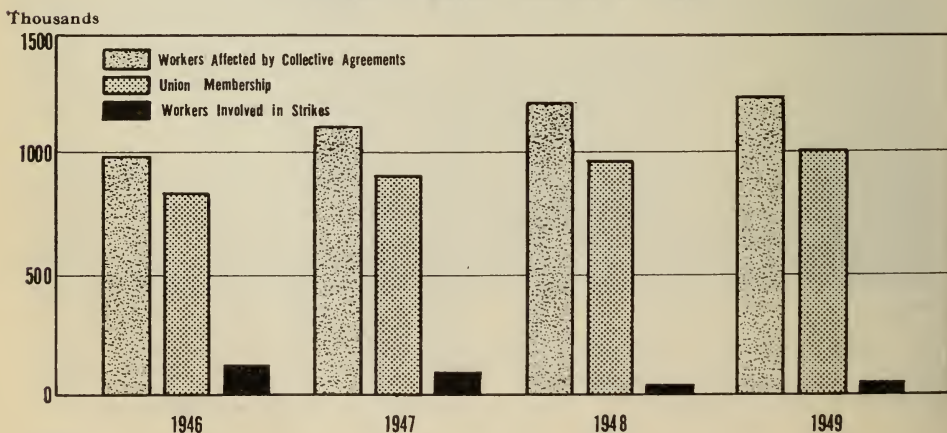
membership in Canada was 1,005,639 in 1949 (L.G., Oct., 1950, p. 1634).

In addition to agreements between employers and international or national unions, there are also a number in which the workers were represented by independent local unions, associations of employees or plant councils, whose membership was confined to the employees of one company and which were not affiliated with any central labour organization. The total number of workers under agreement who are represented by such employees associations, plant councils and unions not affiliated with a central labour organization was 113,700 or 9.3 per cent of the total number of workers affected by agreements. Most of these are not included in the total of union membership in Canada.

One of the important functions of a collective agreement is the provision for grievance procedure for the settlement of disputes which may arise between the parties. The success of these procedures, and of the established relations between employers and unions which is carried over into the negotiations for renewals or revisions of agreements (usually annually), as well as the success of conciliation proceedings provided by legislation is evidenced by the comparatively few workers who took part in work stoppages in 1949. In that year only 51,437 workers were involved in strikes and lockouts (See *Strikes and Lockouts in Canada, 1949*, a supplement to the *LABOUR GAZETTE*, April, 1950). This number represents only 1.4 per cent of the total paid workers in Canada. Of this number who were involved in work stoppages, only 20,000 went out on strike in disputes over the revision of existing agreements.

COLLECTIVE AGREEMENTS IN CANADA

Number of Workers Covered, Compared with Trade Union Membership, and Number of Workers Involved In Strikes



**NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA
1946, 1948, 1949, BY INDUSTRY**

Industry group	1946	1948	1949		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
TOTALS	995,736	b)1,214,542	1,071,234	192,259	1,224,146
Agriculture	nil	nil	nil		nil
Forestry, Fishing, Trapping	38,471	43,278	43,397		43,397
Fishing.....	7,671	8,720	10,613		10,613
Forestry and logging.....	30,800	34,558	32,784		32,784
Hunting and trapping.....	nil	nil	nil		nil
Mining (including milling).					
Quarrying, Oil Wells	48,823	49,998	47,639	40	47,646
Asbestos mining.....	3,984	5,041	551		551
Coal mining.....	23,254	22,435	22,332		22,332
Metal mining.....	19,358	19,215	21,354		21,354
Other mining.....	267	451	521	40	528
Oil and gas wells.....	842	950	859		859
Quarrying, sand pits.....	1,118	1,906	2,022	(c)	2,022
Manufacturing	494,187	(b)610,866	540,847	83,118	590,216
Vegetable Foods	24,623	25,375	25,145	1,230	26,322
Biscuits, confectionery, cocoa.....	1,233	4,252	4,747		4,747
Bread and bakery products.....	8,977	6,043	5,012	1,230	6,189
Flour and feed.....	2,506	3,147	3,383		3,383
Fruit and vegetable products.....	6,790	6,516	6,556		6,556
Sugar products.....	2,286	2,737	2,741		2,741
Other vegetable foods.....	2,831	2,680	2,706		2,706
Other Vegetable Products	31,940	33,720	32,510		32,510
Aerated and mineral waters.....	46	61	45		45
Liquors, wines, beer.....	9,082	10,313	10,233		10,233
Rubber products.....	16,638	16,575	15,506		15,506
Tobacco, cigars, cigarettes.....	6,174	6,771	6,726		6,726
Animal Foods	22,575	21,869	21,864		21,864
Butter, cheese, condensed milk.....	798	829	894		894
Fish products.....	4,762	6,173	6,571		6,571
Meat products.....	17,015	14,867	14,399		14,399
Leather and Fur Products	25,669	27,744	14,045	17,823	26,244
Boots and shoes.....	14,175	16,008	5,607	12,386	15,205
Fur products.....	4,312	4,962	4,209	3,648	5,117
Gloves.....	2,307	2,415	338	1,246	1,528
Harness and repairs.....	41	5	nil		nil
Shoe repair.....	nil	nil	nil	7	7
Tanning.....	3,691	3,445	2,730	536	3,226
Other leather products.....	1,143	909	1,161		1,161
Textile Products	76,850	99,044	81,462	29,135	94,333
Awnings, bags, tents, sails.....	456	409	81		81
Carpets, mats, rugs.....	535	436	812		812
Cordage, rope, twine.....	982	781	739		739
Cotton cloth, yarn, thread.....	17,400	22,883	22,299		22,299
Hats and caps.....	4,882	3,586	3,609	1,230	3,609
Hosiery and knitted products.....	5,514	8,841	8,354		8,354
Men's and women's furnishings, n.e.s.....	2,850	6,454	5,759	583	5,942
Silk and artificial silk.....	3,344	7,603	6,730		6,730
Suits, coats, garments (including tailoring).....	32,932	37,867	23,609	27,263	36,297
Woollen cloth, yarn.....	6,709	7,844	7,020		7,020
Other textile products.....	1,246	2,340	2,450		2,450

**NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA
1946, 1948, 1949, BY INDUSTRY**

Industry group	1946	1948	1949		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing (Concluded)					
Wood and Paper Products (including printing).....	96,560	128,525	111,606	17,222	123,682
Boats and canoes.....	nil	nil	nil	.....	nil
Boxes, baskets, barrels.....	1,167	1,849	2,356	.....	2,356
Carriages, wagons, sleighs.....	nil	194	202	.....	202
Furniture,upholstering and repair	6,968	9,221	5,588	5,703	9,571
Paper products.....	8,875	13,741	11,839	2,876	14,096
Photography.....	nil	nil	nil	.....	nil
Printing, publishing, engraving...	18,104	20,436	17,530	7,628	22,351
Pulp and paper.....	37,697	41,740	41,031	.....	41,031
Saw and planing mill products....	21,573	39,658	31,168	1,015	32,183
Other wood products.....	2,176	1,686	1,892	.....	1,892
Iron and Its Products.....	135,618	170,141	155,556	14,692	164,683
Aircraft.....	6,903	5,837	6,510	.....	6,510
Automobiles and cycles.....	25,734	32,223	34,346	.....	34,346
Automobile repair (including garages).....	9,754(d)	11,006(d)	3,221	8,629(d)	10,480(d)
Blacksmithing.....	nil	nil	nil	.....	nil
Boilers, engines, machinery n.e.s..	16,758	23,858	23,174	.....	23,174
Farm machinery and implements	10,694	12,348	10,520	.....	10,520
Firearms and guns.....	nil	69	85	.....	85
Foundry products.....	14,826	19,754	18,514	.....	18,514
Hardware and tools.....	2,116	5,583	5,968	.....	5,968
Munitions, n.s.....	nil	nil	nil	.....	nil
Primary iron products.....	16,091	17,883	17,163	.....	17,163
Railway rolling stock and repair..	4,722	8,005	7,238	2,513	7,580
Sheet metal products and repair..	8,994	8,600	8,376	2,611	8,963
Shells and bombs.....	nil	43	42	.....	42
Shipbuilding and repair.....	11,771	12,841	8,047	.....	8,047
Tanks and universal carriers.....	nil	nil	nil	.....	nil
Wire and wire products.....	3,202	6,634	6,624	.....	6,624
Other iron products.....	4,053	5,457	5,728	939	6,667
Non-Ferrous Metal Products.....	50,339	(b)64,166	59,169	585	59,754
Brass and copper products.....	4,889	5,690	4,922	.....	4,922
Electrical products and repair....	25,046	(b)32,386	30,989	.....	30,989
Jewellery, watchmaking and repair.....	1,201	1,506	1,247	585	1,832
Non-ferrous metal smelting, refining.....	8,890	9,417	9,645	.....	9,645
Other non-ferrous metal products.	10,313	15,167	12,366	.....	12,366
Non-Metallic Mineral Products.....	15,795	19,743	18,060	1,001	19,061
Asbestos products.....	708	987	1,230	.....	1,230
Brick and tile.....	1,606	1,699	1,794	.....	1,794
Glass products.....	3,353	3,596	2,129	.....	2,129
Lime, plaster, cement.....	1,889	3,121	3,292	.....	3,292
Monumental and building stone...	615	931	139	1,001(c)	1,140
Petroleum products.....	4,750	6,138	6,184	.....	6,184
Pottery and china.....	701	1,176	1,305	.....	1,305
Other non-metallic mineral products.....	2,173	2,095	1,987	.....	1,987
Chemical Products.....	11,325	15,305	14,781	1,430	15,114
Drugs and medicine.....	1,148	1,165	939	.....	939
Explosives and ammunition.....	862	1,544	1,410	.....	1,410
Paints and varnishes.....	2,367	2,624	2,329	1,430	2,662
Soaps and toilet preparations.....	923	1,164	1,369	.....	1,369
Other chemical products.....	6,025	8,808	8,734	.....	8,734
Miscellaneous products.....	2,893	5,234	6,649	.....	6,649

**NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA
1946, 1948, 1949, BY INDUSTRY**

Industry group	1946	1948	1949		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Electricity, Gas and Water Production and Supply	15,754	18,548	20,940		20,940
Electric light and power.....	13,837	15,946	18,188		18,188
Gas.....	1,917	2,602	2,752		2,752
Water.....	(e)	(e)	(e)	(e)	(e)
Construction (g)	96,873	125,009	48,487	79,788	127,632
Transportation and Communication	232,248	(b)264,354	276,898	9,557	281,684
Air transportation.....	2,590	4,060	4,356		4,356
Cartage and trucking.....	2,563	11,754	8,034	4,649	12,259
Electric railways and local bus lines.....	20,149	22,016	22,562		22,562
Radio broadcasting.....	70	75	92		92
Steam railways (including express).....	139,298	151,669	157,535		157,535
Storage.....	1,837	2,204	4,111		4,111
Taxicab and inter-urban bus lines.....	3,475	5,215	5,041		5,041
Telegraph systems.....	4,178	5,040	5,062		5,062
Telephone systems.....	20,348	(b)29,280	31,810		31,810
Water transportation (including stevedoring).....	37,740	33,041	38,174	4,908	38,735
Other transportation and communication.....	nil	nil	121		121
Trade	20,828(d)	31,989(d)	24,401	11,801(d)	36,205(d)
Finance and Insurance	(f)	(f)	nil	(f)	(f)
Service	48,552	70,500	68,625	7,952	76,426
Professional Establishments.....	6,175	8,478	7,499	4,765	12,134
Public.....	26,067	41,233	42,274	115	42,389
Recreational.....	280	1,027	1,051		1,051
Business.....	nil	nil	nil		nil
Personal.....	16,030	19,762	17,801	3,072	20,852
Barber and hairdressing.....	4,866	3,140	508	2,606	3,114
Domestic service.....	nil	nil	nil		nil
Laundering, dyeing, cleaning, pressing.....	900	1,858	2,310		2,310
Hotels, restaurants, cafes, taverns.....	9,865	13,582	13,614	234	13,827
Undertaking.....	233	225	nil	232	232
Other personal service.....	166	957	1,369		1,369

(a) These totals are not the sum of the numbers in the two previous columns. Duplications are eliminated. (b) Revised.

(c) This agreement, for the building materials industry in the province of Quebec, is included under "Manufacturing" but also covers granite and marble quarrying. Information not available as to the number in each industry.

(d) Agreements affecting workers in garages and service stations, in the province of Quebec, included under "Manufacturing" also affect "Trade" in so far as service stations are concerned. Information not available as to the number in each industry.

(e) Water supply covered under "Service—Public".

(f) One agreement for several towns in Quebec included under "Trade" also includes employees of financial institutions.

(g) Agreements for building workers extended under the Collective Agreement Act, Quebec, include maintenance work and certain shop work which is not included in the construction industry in the Dominion Bureau of Statistics classification.

SENATE COMMITTEE REPORTS ON HUMAN RIGHTS AND FREEDOMS

Although recommending the ultimate incorporation into the Canadian Constitution of a National Bill of Rights, the Special Senate Committee on Human Rights and Fundamental Freedoms urged that pending the solution of certain constitutional difficulties the Federal Parliament adopt as an interim measure a Declaration of Human Rights.

Shortly before the prorogation of Parliament on June 30, 1950, the Special Senate Committee on Human Rights and Fundamental Freedoms tabled in the Senate of Canada its report based on two weeks' hearings.

Expressing the belief that many people in Canada are deeply interested in this subject, the Committee recommended the incorporation into the Canadian Constitution of a Bill of Rights to ensure the freedom and civil liberties of all Canadians.

Such a Bill would be based on the Universal Declaration of Human Rights* adopted by the United Nations on December 10, 1948.

Recognizing the existence in this country of constitutional difficulties which from time to time are the subject of Dominion-provincial consultation, the Committee urged "as an interim measure" the approval of a Declaration of Human Rights.

Such a declaration, the report states, would be valid within the jurisdiction of the Federal Government. It would not have binding force but "it would serve to guide the Canadian Parliament and the Federal Civil Service."

The report further observes: "Canada should lead the world in reliance upon the rule of law," and by ultimately adopting a National Bill of Rights "would set an example which would enhance her status among the nations. . . ."

*The UN Commission on Human Rights, which drafted the Universal Declaration, continued its work in this field at its sixth session, held at Lake Success from March 27 to May 19, 1950, under the chairmanship of Mrs. Franklin D. Roosevelt. It adopted a draft first international Covenant on Human Rights, the first of a series of measures designed to cover the whole of the Declaration and provide for the implementation of its principles by member states. The Covenant was submitted by the Commission to the Economic and Social Council, which decided that it should be referred first to the UN General Assembly, for policy decisions on certain points, and then back to the Commission for revision and possible strengthening. On November 17 the Assembly's Social Committee decided that the draft Covenant should be returned to the Commission on Human Rights for redrafting and strengthening.

Senator Roebuck's Motion

The Special Committee was formed on March 20, 1950 when on the motion of Hon. Senator Arthur Roebuck, seconded by the Hon. Senator J. J. Kinley, it was:—

"Ordered that a Special Committee be appointed to consider and report on the subject of Human Rights and Fundamental Freedoms, what they are and how they may be protected and preserved, and what action, if any, can or should be taken to assure such rights to all persons in Canada. . . ."

The order of reference also listed the names of the members who were: Hon. Senators Baird, David, Davies, Doone, Dupuis, Gladstone, Gouin, Grant, Kinley, Patten, Reid, Roebuck, Ross, Turgeon, Vaillancourt and Wood.

In conformity with the order of reference, the Committee inquired into the general subject under discussion and held eight public sessions in the course of which 36 witnesses were heard. Among the organizations represented were the Trades and Labour Congress and the Canadian Congress of Labour.

(For a report of the briefs presented by the TLC and the CCL to the Committee, see the July, 1950, issue of the *LABOUR GAZETTE*, pp. 1004-1010.)

In addition to the many briefs presented by witnesses, numerous statements and briefs were received from persons and organizations.

Life and Liberty

"It is not possible," the report states, "for your committee to give an all-inclusive definition of human rights, except in the broadest of general terms or to list the various ways in which human rights may be violated. The right to life and liberty is basic, and from this as a foundation there follows the endless ways in which life may be lived and liberty exercised, and the equally endless ways in which the life and liberty of one individual may be interfered with by another individual, or

other individuals. Men now inhabit the globe in great numbers, so that the rights of each individual must necessarily be limited by the equal rights of all other individuals. It is in order to preserve this balance of rights that governments have been instituted and laws are devised and enforced. The problems with respect to Human Rights and Fundamental Freedoms arise out of the fact that human beings must live together in communities. In order that life may continue and liberty be enjoyed, certain rules of conduct become necessary. Long and painful and frequently tragic experience has taught us some of the things we must avoid both individually and collectively if the lives of individuals are to be lived in freedom."

The United Nations

The report recalls that five years ago, representatives of forty-nine nations gathered at San Francisco to found an organization now known as the United Nations. The awakened respect for human rights which was evidenced in the Atlantic Charter and the Four Freedoms message was again reflected in the reference to basic rights and fundamental freedoms in seven of the articles of the United Nations Charter adopted at San Francisco in 1945.

In 1948, the General Assembly of the United Nations meeting at Paris adopted a Universal Declaration of Human Rights (L.G., Feb., 1949, pp. 162-5), Canada being among the nations which voted for it. In its preamble, the Declaration declares that "recognition of the inherent dignity and the equal and inalienable rights of all members of the human family is the foundation of freedom, justice, and peace in the world," and adds that "disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind."

Young Nationhood

"Canada is just commencing her life as a nation," the report states. Over the years she has gradually cast off her colonial limitations until today she has "achieved a complete and unfettered national status, together with a high place in international affairs. Representatives of the Dominion and provincial parliaments are working on the final step in the "legalistic recognition of Canada as a nation," namely an agreed procedure for the control of the Constitution in all respects.

Concurrence Before Action

The report states that the fundamental law envisaged should preferably be con-

tained within the Constitution, which in Canada is the British North America Act. This Act already contains a number of clauses protecting certain valued human rights such as the use of the two official languages, annual sessions of Parliament, elections every five years, an independent judiciary, separate schools and others. Guarantees of certain minority rights have influenced our national development and indicate the procedure that should be followed now when guaranteeing individual rights as distinguished from minority rights. Provisions which are part of the Constitution would be binding upon all persons in the country and upon all governments.

The enactment of a National Bill of Rights presents difficulties however, the reports points out. Because of Canada's harmonious association of people of different races, language and religion, respect for provincial rights as they have been defined in the past is basic. "Concurrence, therefore, is an essential requisite to constitutional progress," observes the report.

An additional difficulty is the fact that the British North America Act is a statute of the Imperial Parliament at Westminster and any legislation deriving from that body, even though on the request of its Canadian counterpart, would doubtless face opposition from Canadians desiring complete Canadian sovereignty. It would therefore be wise, the report states, to await the time when prospective Dominion-Provincial Conferences will have worked out a method for the control within Canada of the Constitution, and agreement has been reached as to incorporation in the Constitution of a National Bill of Rights.

Interim Measure

"Your Committee therefore recommends that, as an interim measure, the Canadian Parliament adopt a Declaration of Human Rights to be strictly limited to its own legislative jurisdiction," the report continues. "Such a Declaration would not invade the provincial legislative authority, but it would nevertheless cover a very wide field. While such a Declaration would not bind the Canadian Parliament or future Canadian Parliaments, it would serve to guide the Canadian Parliament and the Federal Civil Service. It would have application within all the important matters reserved to the Canadian Parliament in Section 91 and in other sections of the British North America Act. It would apply without limitation within the North West Territories."

In its general lines, the Canadian Declaration of Human Rights could emulate the Preamble and certain articles of the Universal Declaration subject to the reservations expressed by the Canadian delegates at the United Nations.

"It would declare," continues the report, "the right of everyone in Canada to life, liberty and personal security, the right of equal treatment before the law, to fair trial, to freedom from arbitrary interference with one's privacy, family, home and correspondence; to freedom of movement; to a nationality; to obtain asylum from persecution; to found a family, to own and enjoy property; to freedom of thought, conscience and religion; to freedom of opinion and expression; to peaceful assembly and association; to take part in the Government of the country directly or through representatives chosen at periodic elections by universal and equal suffrage.

"The Declaration would also state that everyone in Canada has duties to our Community and is subject to such limitations as are determined by law, for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and of the general welfare and good government of Canada."

Upon adoption by the Canadian Parliament, such a Declaration would "solemnly affirm the faith of all Canadians in the basic principles of freedom and it would evidence a national concern for human rights and security. Judges would recognize the principles of such a Declaration as part of Canada's public policy, and subsequent Parliaments would hesitate to

enact legislation violating its revered principles. . . .

"Canada," the report maintains, "should lead the world in reliance upon the rule of law, in her respect for human rights and in her care for fundamental freedom, and in a love for liberty. Her adoption of a National Bill of Rights in due time would set an example which would enhance her status among the nations and which might lead to similar progress by others."

Affirm Human Rights

"Many of the provisions suitable for inclusion in a Bill of Rights already appear in some portions of our law, but they are not always of nation-wide application. Some fundamental rights are already expressed in the Constitution. Other provisions of freedom and security are in the Statutes and still others in decisions of the Courts, together with custom, or the commonly accepted way of doing things.

"What is required in Canada," comments the report in the closing paragraphs, "is one grand and comprehensive affirmation, or reaffirmation, of human rights, equality before the law and of security, as the philosophical foundation of our nationhood, that will assure continually to each Canadian that he is born free and equal in rights and dignity with all other Canadians, that he cannot be held in personal slavery or arbitrarily arrested, that he will always be presumed innocent of any offence until proven guilty, that he has freedom of thought, conscience, expression and movement, and so on through the Universal Declaration. Thus will Canadians know of their freedom, exercise it in manly confidence and be proud of their country."

SUPPLEMENTARY UNEMPLOYMENT INSURANCE BENEFIT

How the Program Worked Last Winter How It will Operate this Year

Supplementary benefit, provided for the first time last winter by an amendment to the Unemployment Insurance Act, will again be paid to certain classes of unemployed persons during the winter of 1950-51.

For the six-week period February 28 to April 15, 1950, supplementary benefit amounting to \$4,498,014 was paid to 98,415 claimants.

Canada's program of supplementary unemployment insurance benefit was instituted by Parliament in recognition of the higher unemployment which constitutes a special problem during the winter months.

The program is designed to protect workers who have exhausted their right to ordinary unemployment insurance benefit, or who are ineligible for certain other reasons, and who become unemployed in the winter months when employment opportunities are generally least favourable.

It was in effect last winter from February 28 (the date of its approval by Parliament) until April 15. This winter and each winter hereafter, it will operate from January 1 to March 31.

Although benefit payments do not commence until January 1, the commencing date for filing claims for supplementary benefit is December 1. Any claimant who makes application for ordinary benefit on and after December 1 and fails to meet the statutory conditions regarding the number of contributions will be immediately considered for supplementary benefit. The Unemployment Insurance Commission revised its forms for taking regular claims to make this procedure possible.

Supplementary benefit is payable, upon proof of entitlement, at approximately 80 per cent of the rate of regular benefit which the claimant would be paid if he were entitled to it. Duration of payments is in each case determined by the employment history of the applicant in the same manner as for regular benefit, but cannot exceed the number of days (excluding Sundays) between January 1 (or the date of the application, if that is later than January 1) and the expiry date of the supplementary benefit.

Classes of Persons Eligible for Supplementary Benefit

The four classes of persons eligible for supplementary benefit are listed below. Last winter it was found that approximately fifty per cent of the money paid out under the program went to claimants in class 1, about 11 per cent to those in class 2, slightly over 38 per cent to those in class 3, and less than one per cent to those in class 4.

Class 1 includes any person whose benefit year has terminated since March 31 preceding the day on which he makes a claim. (This means that the claimant had previously qualified for benefit, but his benefit year had terminated either by exhaustion of his rights or because a period of 12 months had passed since the benefit year was established.)

Class 2 includes any person who has failed to fulfil the statutory conditions respecting the qualifying number of contributions provided that not less than 90 daily contributions have been paid in respect of him since the 31st day of March immediately preceding the date of his claim. (To qualify for ordinary benefit a claimant must have made at least 180 contributions in the two years preceding his claim.)

Class 3 includes any person who has been employed in lumbering and logging in areas where that industry was not subject to payment of contributions, or in lumbering and logging together with other insurable employment, provided that he has been so employed for not less than 90 days in any period of 12 consecutive months within the 18 months preceding the day on which he makes his claim. (This provision was added

because of the fact that contributions were not payable in respect of employment in lumbering and logging, except in British Columbia, until April 1, 1950.)

Class 4 includes any person who has been employed for not less than 90 days since the 31st day of March immediately preceding the day on which he makes his claim in any employment that was brought within the scope of the Act in the 12 months immediately preceding the date of his claim, or for not less than 90 days in any such employment together with any other insurable employment. (This would apply where a person's employment had only recently become insurable; for example, by the raising of the insurable ceiling.)

With the exception of the requirement as to the number of contributions necessary to qualify, persons claiming supplementary benefit must fulfil all the conditions for entitlement to ordinary benefit. They must show that they are unemployed and that they are capable of and available for employment. They cannot receive supplementary benefit if they are disqualified under any of the provisions of the Unemployment Insurance Act; for example, if they are disqualified by reason of having

left their previous employment voluntarily without just cause.

Financing of Program

The supplementary benefit is financed by an additional contribution of one cent per day payable by every person employed in insurable employment, and a corresponding contribution of one cent per day payable by his employer, which is additional to the basic unemployment insurance contribution. These additional contributions became payable on July 3, 1950. They are paid in the same manner and at the same time as regular unemployment insurance contributions, but are earmarked for the payment of supplementary benefit. If the amount of supplementary benefit payable exceeds the revenue from contributions, the deficiency is made up by the Federal Government through a special appropriation payable out of the Consolidated Revenue Fund.

Operation of Supplementary Benefit Program in Winter of 1950

In 1950, supplementary benefit was paid for the six-week period February 28 to April 15.

UNPLACED APPLICANTS REGISTERED AT EMPLOYMENT OFFICES CLAIMANTS FOR UNEMPLOYMENT INSURANCE BENEFIT CLAIMANTS FOR SUPPLEMENTARY BENEFIT

Showing the effects of the Supplementary Benefit Program last winter in providing for unemployed workers who were not eligible for ordinary unemployment insurance benefit.

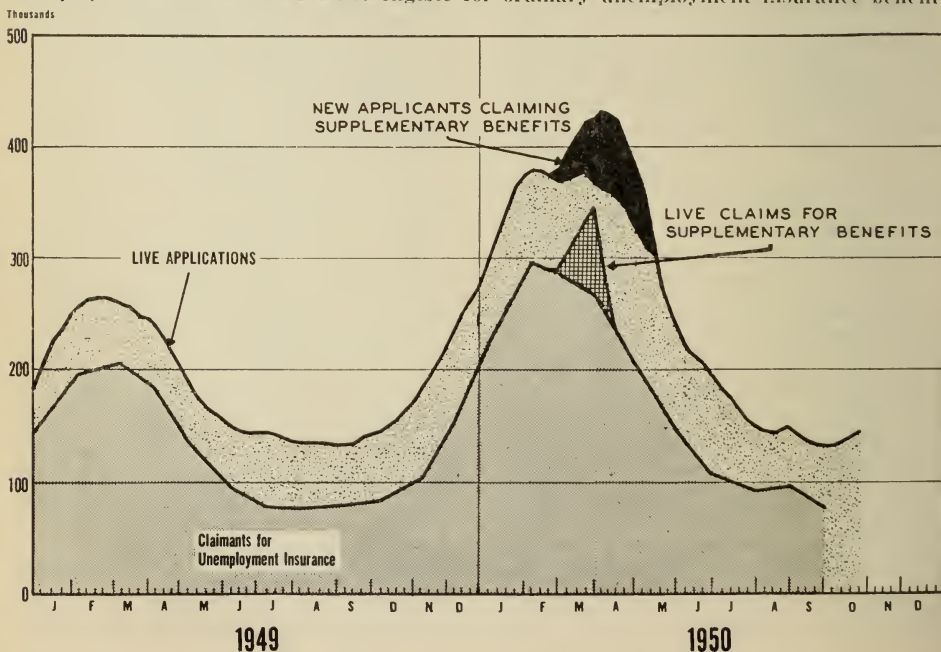


TABLE 1.—SUPPLEMENTARY BENEFIT PROGRAM, 1950¹

Number of Persons who Claimed Benefit; Number of Claims Paid; Amount of Benefit Paid

(SOURCE: *Unemployment Insurance Commission*)

Province	Persons Claiming	Claims Paid	Amount Paid
			\$
Newfoundland.....	1,514	1,237	42,898
Prince Edward Island.....	894	814	32,370
Nova Scotia.....	6,588	5,822	236,376
New Brunswick.....	15,507	11,718	477,678
Quebec.....	67,319	47,950	2,447,041
Ontario.....	17,890	15,024	602,206
Manitoba.....	4,581	3,563	136,959
Saskatchewan.....	2,919	2,616	106,825
Alberta.....	2,603	2,189	84,093
British Columbia.....	8,792	7,482	331,568
Total, Canada	128,607	98,415	4,498,014

TABLE 2.—NUMBER OF PERSONS ESTABLISHING SUPPLEMENTARY BENEFIT RIGHTS**Classified by Industry**

February 28 to April 15, 1950

(SOURCE: *D.B.S. Preliminary Report on Supplementary Benefit Rights*)

Total—All Industries.....	Male 114,238	Non-Metallic Mineral Products..	Male 520
	Female 101,771		Female 55
Agriculture.....	Male 12,467	Products of Petroleum and Coal.	Male 69
	Female 729		Female 3
Forestry and Logging.....	Male 21	Chemical Products.....	Male 289
	Female 42,257		Female 95
Fishing, Hunting and Trapping....	Male 173	Miscellaneous Manufacturing	Male 236
	Female 3	Industries	Female 133
Mining, Quarrying and Oil Wells....	Male 1,422	Construction.....	Male 16,671
	Female 28		Female 82
Metal Mining.....	Male 436	General Contractors.....	Male 14,341
	Female 9		Female 66
Fuels.....	Male 423	Special Trade Contractors.....	Male 2,330
	Female 5	(Sub-contractors)	Female 16
Non-Metal Mining.....	Male 328	Transportation, Storage and	
	Female 14	Communication	Male 6,666
Quarrying, Clay and Sand Pits..	Male 217		Female 279
	Female —	Transportation.....	Male 6,306
Prospecting.....	Male 18		Female 135
	Female —	Storage.....	Male 240
Manufacturing.....	Male 14,869		Female 56
	Female 4,753	Communication.....	Male 120
Food and Beverages.....	Male 2,800		Female 88
	Female 1,762	Public Utility Operation.....	Male 872
Tobacco and Tobacco Products..	Male 43		Female 18
	Female 83	Trade.....	Male 5,070
Rubber Products.....	Male 94		Female 2,819
	Female 133	Wholesale Trade.....	Male 1,838
Leather Products.....	Male 408		Female 833
	Female 170	Retail Trade.....	Male 3,232
Textile Products (except Cloth-	Male 562		Female 1,986
ing)	Female 580	Finance, Insurance and Real Estate	Male 232
Clothing (textile and fur).....	Male 323		Female 165
	Female 851	Service.....	Male 6,940
Wood Products.....	Male 3,240		Female 2,535
	Female 167	Community or Public Service...	Male 521
Paper Products.....	Male 1,594		Female 179
	Female 148	Government Service.....	Male 3,606
Printing, Publishing and Allied	Male 177		Female 202
Industries	Female 119	Recreation Service.....	Male 444
Iron and Steel Products.....	Male 1,690		Female 87
	Female 137	Business Service.....	Male 251
Transportation Equipment.....	Male 2,096		Female 40
	Female 132	Personal Service.....	Male 2,118
Non-Ferrous Metal Products....	Male 495		Female 2,027
	Female 74	Unspecified.....	Male 5,870
Electrical Apparatus and Supplies	Male 233		Female 1,169
	Female 111		

¹ "Persons Claiming" indicates the total number of claims received for supplementary benefit. A person may have made more than one claim.

"Claims Paid" represents the number of claims which resulted in one or more benefit payments. This total is less than that for persons who established benefit rights, as some who qualified did not draw benefit because of either subsequent disqualification or re-employment before benefit payments actually commenced.

As at the end of June, 128,607 persons had filed claims for benefit covering unemployment during this period. The total number of claims for supplementary benefit was 139,089 but this figure included 10,482 renewal and revised claims, filed by claimants whose initial claim was interrupted by a period of employment or was reviewed at the request of either the claimant or the Unemployment Insurance Commission.

Some of the 128,607 workers who claimed benefit found employment before the statutory waiting period had elapsed, others were unable to show that they were capable of or available for work, or that they had made sufficient contributions to qualify for receipt of supplementary benefit. Of the 128,607 persons concerned, 98,415 actually received benefit, amounting in total to \$4,498,014. A provincial breakdown of the number of claimants, and the number and amount of claims paid, is shown in Table 1.

When Parliament, in February of 1950, discussed the proposal to establish a scheme for payment of supplementary benefit, it was estimated that over the three-year period 1950-1951-1952 approximately \$34 million would be paid out, and that payments would be made in respect of unemployment in a total of seven and one-half months, made up as follows: a month and a half in the year 1950 (February 28 to

April 15), and three months in each of the years 1951 and 1952 (January 1 to March 31). On the basis of this estimate, it might have been expected that the amount of benefit paid out in the month-and-a-half period this year would have been approximately \$6,800,000, or one-fifth of the total estimate of \$34 million. As has been indicated, payments up to the end of June this year amounted to less than \$4,500,000. In some cases the difficulties of verifying employment and contribution records with employers have delayed settlement of claims, but the remaining payments for 1950 will have been comparatively small.

In estimating the cost of providing supplementary benefit, it was suggested that during the periods when it was provided payments would be made to a constant figure of 80,000 unemployed. Actually, 98,415 people received benefit, but many of these drew for relatively short periods and other workers replaced them on the benefit rolls.

It is the opinion of those closest to the situation, namely the Employment and Insurance Officers of the Unemployment Insurance Commission, that this supplementary benefit plan met in a substantial way a very critical need and that, had the plan not been devised, some other means of relief to people in want would have had to be provided.

TABLE 3.—NUMBER OF PERSONS ESTABLISHING SUPPLEMENTARY BENEFIT RIGHTS

Classified by Occupation

February 28 to April 15, 1950

(SOURCE: D.B.S. Preliminary Report on Supplementary Benefit Rights)

Total—All Occupations.....	Male	114,238			
	Female	101,771			
Managerial Occupations.....	Male	12,467	(d) Other.....	Male	104
	Female	278		Female	16
Professional Occupations.....	Male	51	Agricultural Occupations.....	Male	614
	Female	182		Female	13
Clerical Occupations.....	Male	56	Fishing, Trapping and Logging Occupations.....	Male	36,640
	Female	1,876		Female	93
Transportation Occupations.....	Male	1,522	Fishing and Trapping.....	Male	135
	Female	6,883		Female	12
Communication Occupations.....	Male	35	Logging (including Forestry)....	Male	36,505
	Female	245		Female	81
Commercial Occupations.....	Male	115	Mining Occupations.....	Male	1,015
	Female	1,164		Female	2
Financial Occupations.....	Male	2,021	Manufacturing and Mechanical Occupations.....	Male	5,566
	Female	22		Female	2,469
Service Occupations.....	Male	—	Electric Light and Power Production and Stationary Engines.....	Male	554
(other than Professional)	Female	5,244		Female	3
(a) Personal.....	Male	2,679	Construction Occupations.....	Male	8,020
(other than Domestic)	Female	1,104		Female	25
(b) Domestic.....	Male	2,725	Labourers.....	Male	26,260
	Female	1,552		Female	1,970
(c) Protective.....	Male	1,125	Unspecified.....	Male	6,908
	Female	7		Female	1,413

² See Footnote to Tables 1 and 2.

ANNUAL MEETING OF BRITISH TRADES UNION CONGRESS

Despite the advice of its General Council, the British Trades Union Congress rejected a policy of continued wage restraint during its convention at Brighton, England, September 4-8.

The Government was asked to impose statutory controls on profits, and bring in equal pay for women.

The eighty-second annual meeting of the British Trades Union Congress was held at Brighton, England, September 4-8. Approximately 900 delegates representing British unions having a total approximate membership of 8,000,000 were in attendance.

Among the notable speakers who addressed the Congress were Prime Minister Clement Attlee; Mr. Alex Rose, fraternal delegate from the American Federation of Labour; Mr. R. K. Gervin, fraternal delegate from the Trades and Labour Congress of Canada; and Sir Vincent Tewson of the General Council of the Trades Union Congress.

Presidential Address

Mr. H. L. Bullock opened his presidential address with a general review of Britain's economic situation. He noted that although devaluation of the pound sterling had been a hazardous step, it was necessary, and that so far it had accomplished its purpose in helping the country to keep its place in closing world markets, and in stimulating exports.

Mr. Bullock said that the TUC General Council had been compelled to urge wage restraints on its affiliates, but that some wage adjustments had been made since the war. It had not been the Council's intention to suspend normal wage negotiations, but he said that a new cycle of wage demands was a different matter.

However, Mr. Bullock felt that every effort should be made to boost the wage rates of the host of members whose basic rates paid them less than £5 per week. He said that wage rates should be substantially increased for these people.

It would have been impossible for Britain to have reverted to pre-war conditions following a war such as World War II, he said, but too many people had thought this could be done. The Labour Government of 1945 had avoided wage reductions such as former post-war governments had done, and the people of Britain were better off than they had been following any other war.

The TUC had co-operated with the Government and despite unreasonable and impractical statements by some sections of the trade union movement, most labour men had shown balance and understanding. Mr. Bullock added that the standards of the British workers could stand comparison with those of any other in the world.

The gathering of war clouds in recent weeks has dimmed the hopes of the workers for more elasticity in wages and improved working conditions, Mr. Bullock said, but the burden on the worker would have to be eased. British employers would have to use profits to improve their industries, and enable them to compete successfully with better mechanized industries in other countries. This must not be done, however, so as to exploit the workers. He noted the satisfactory progress in mechanization achieved by the nationalized industries, and said that the results obtained there would satisfy any impartial observer.

Mr. Bullock deplored any rash, large-scale action by trade unionists because of the pressure of high prices. Such action, he said, could undermine present living standards, and any move to ease the situation would have to be based on objective and reasoned observation of Britain's present situation. Any unofficial strikes or work stoppages would destroy all the efforts by the unions in wage negotiations. Mr. Bullock urged the workers to be on guard against those with authoritarian and totalitarian ideas who were inciting world disturbances and armed conflicts behind the screen of a "phoney" peace campaign.

"We are too near to the grim results engineered by Hitler and his gangster accomplices to be taken in by the antics of those troglodytes behind the Iron Curtain and their stooges, catpaws, and deluded supporters on this side of the Iron Curtain," Mr. Bullock said. He strongly urged the maintenance of the rule of law by the United Nations, and said that the alternative to this would be world ruin.

Urging the Congress delegates to continue their long record of support for the principles of peace and freedom, Mr. Bullock asked the delegates to give whole-hearted support to UN action in Korea. He emphasized the fact that this decisive action had not only set at rest any doubts about the power of the United Nations, but that it had also increased the country's responsibility in supporting these actions.

Another organization which the TUC President felt was making good progress was the newly formed International Confederation of Free Trade Unions. Mr. Bullock described it as a genuine trade union international.

Commenting on the nationalized industries, Mr. Bullock said that public ownership had been the only salvation of the coal and transport industries. Nationalization had brought great changes to these industries in the face of great obstacles. Mr. Bullock did not intend to imply that what had been done was perfect, or that no mistakes had been made, but he felt that it was unlikely the Opposition parties would try to denationalize these industries.

Many of the most experienced and able labour leaders have taken positions on the boards of the nationalized industries and must be replaced, Mr. Bullock said. In training people to replace them in their union positions, attention would have to be given to the technical needs of industry. Mr. Bullock also suggested that in wage negotiations, employers must be told that they should have trained production engineers to ensure competent plant reorganization and more efficient and scientific methods to help increase productivity.

In closing his address, Mr. Bullock reminded the delegates of the importance of accepting responsibility, and building morale in order to make a success of nationalization and other Socialist measures.

Prime Minister Attlee's Address

Prime Minister Clement Attlee addressed the delegates on the second day of the Convention. Speaking generally on the British economic recovery program, he said that:—

1. Devaluation was having the hoped for effect in British economic recovery;
2. The co-operation of all Britons was responsible for this success;
3. The policy of restraint adopted by all levels of the labour movement had been a great contribution;
4. The government had never intended to impose wage rates; and was of the opinion that the machinery of collective bargaining should be maintained;

5. The government had felt duty-bound to keep both workers and employers informed on the broad consideration of the economic position.

Mr. Attlee said that at no time did the Labour Government give direction to those arbitrating claims, because to have done so would have destroyed the usefulness of such machinery. Rather than imposing any wage freeze, the Government relied on the co-operation of the workers—"and they did not rely in vain."

The Government had found itself in the position where it could suggest some measures of relaxation of this program as conditions improved, Mr. Attlee said, but the need for restraint remained. This restraint was still necessary because the danger of inflation was still present, and the large expenditures on armaments which were imminent would add to the danger.

Mr. Attlee said that the achievements of the country since 1945 had been widely recognized by foreign observers, but some people in Britain had suggested that it was all due to aid from Canada and the United States. Freely acknowledging the benefits of this outside aid, Mr. Attlee pointed out that despite her own troubles, Great Britain had played a large part in assisting general world recovery.

Speaking of Russia, Mr. Attlee said it was unfortunate that we have not been able to work with her as closely in peace as in war. He condemned Communist tactics in Korea and warned the delegates of the consequences of giving in to aggression. He welcomed the support of organized labour in the struggle to maintain peace.

Mr. Attlee explained that the measures for defence which Parliament would be asked to pass were designed to deter any would-be aggressor. Pay for servicemen would be increased, one reason for this being to include long-term enlistment. In line with this program, Mr. Attlee asked for trade union co-operation on three points: first, to recognize service-trained tradesmen and thus smooth their rehabilitation into civilian life; second, to assist in resettling discharged regular army men whether skilled or not; and third to allow men in service to retain their union membership.

Redeployment of labour would be necessary, and would perhaps work hardships, Mr. Attlee said. There would be less goods and services available to consumers because of defence production. This could be offset to some extent by increased production and productivity, and even greater labour-management co-operation.

"We have asked the nation to accept sacrifices in the interest of security," the Prime Minister continued. "We shall do our utmost to see that these sacrifices are fairly borne. Some people will be giving up some leisure, others will be passing a longer period of their lives in the armed services, others will have to forego some hoped-for amenities. I ask you to regard any alterations in your working conditions as your contributions to ensuring the safety of the nation. The times in which we live are difficult and dangerous, but I am certain that the British trade union movement will not fail to respond to the challenge of the age. I can assure you that we in the Government will continue to do our utmost to realize the great aims of the Labour movement."

Rejection of Wage Policy and Demand for Profit Controls

Disregarding the advice of their General Council, the Congress delegates voted to overthrow the policy of wage restraints which had been followed for over two years. The resolution was a composite one demanding profit controls as well as wage increases.

The section of the General Council's report dealing with wages was defeated by a vote of 3,898,000 to 3,521,000, a majority of 377,000; and the demand for profit controls was adopted 3,949,000 to 3,727,000, a majority of 222,000.

The resolution on wages, prices and profits, which thus became TUC policy, reads as follows:—

This Congress notes that since the issue of the White Paper on personal incomes, profits, and prices, profits and prices have continued to rise and the living standards of large sections of the working community to fall. Congress protests that no effective steps have been taken to prevent this continued trend on increasing profits.

Congress is of the opinion that until such times as there is a reasonable limitation of profits, a positive planning of our British economy, and prices are subject to such control as will maintain the purchasing power of wages at a level affording to every worker a reasonable standard of living, there can be no basis for a restraint on wage applications.

Congress declares that wage increases can be met without resulting in increased prices, for example, by reducing profits, and therefore calls on the General Council to abandon any further policy of wage restraint, and at the same time urges the Government to introduce statutory control of profits.

Fraternal Message of TLC Delegate

Speaking as the Fraternal Delegate from the Trades and Labour Congress of Canada, Alderman R. K. Gervin of Vancouver

stressed the need of solidarity among the democratic countries of the world. Mr. Gervin said, in part:—

"We have had enough experience of Communism to be entirely certain that military measures are not enough to compete with the well-armed bandits now in control of Soviet Russia.

"We have dealt with dictatorships before. We are dealing or will deal with this one—the worst of them all. Today more perhaps than ever in history we must realize the full value of our democratic institutions to meet the threats to our established freedoms.

"The best and surest attitude is to make our democratic way of life operate effectively in the best interests of all."

Mr. Gervin reviewed the development of trade unionism in Canada, and spoke of Canada's resources and her social progress. He told the Congress that the example of the five Tolpuddle Martyrs still inspired Canadian trade unionists.

Labour in Canada had become a powerful force, Mr. Gervin said, and stood ready to give its full support in the struggle to support democracy. He praised the solidarity of working people throughout the Commonwealth.

Substantial wage gains had been won by the Canadian worker, although price increases had detracted from their value. Mr. Gervin told the delegates his Congress would welcome a return of the price controls removed after the war.

Other Resolutions

The Convention adopted a resolution which declared that a policy of equal pay for equal work should be adopted in Britain, and urging that the Government, by adopting this policy itself, give the lead to other employers. This resolution was passed in opposition to the advice of the General Council.

Another resolution was adopted asking for a government inquiry into the relation between production costs and retail prices. This resolution also asked for re-examination of the effects of the purchase tax and consideration, by the Government, of its removal from all items except those in the luxury category.

After lengthy discussion, a resolution calling for immediate discontinuance of the conditions of Employment and National Arbitration Order was rejected by the delegates.

The General Council presented a supplementary report on the public control of industry. The report compared the different methods of controlling industry.

The object of this report was to see how wages and working conditions could be improved, and how labour's influence in industrial planning and management could be extended. The report was adopted by the Convention.

A group of resolutions proposing that the administration of nationalized industries should be controlled by industrial parliaments, to be established for each industry, was rejected. These resolutions had also asked that at least one-third of the members of the Boards of these industries represent the trade union movement.

The Convention urged that the benefits of increases in productivity be passed on by industry to consumers through lower prices; and to the worker by better wages and working conditions.

A resolution was passed, asking the General Council "to give early attention to the financial structure of the mining and

transport industries with a view to securing an easement of the burden of compensation and redemption funds on these industries."

Other resolutions were passed dealing with the National Insurance (Industrial Injuries) Act; the need for statutory provisions for the health, welfare and safety of office and other workers not covered by the Factories Act; the erection of small health centres; continued co-operation between the TUC and the Government regarding full employment and economic planning; education and housing. Several other resolutions were passed, and a number of others were remitted to the General Council for further consideration.

The new Chairman of the TUC for the coming year is Mr. Alfred Roberts, General Secretary of the Amalgamated Association of Card, Blowing and Ring Room Operatives.

ANNUAL CONVENTION OF AMERICAN FEDERATION OF LABOUR

The 69th Annual Convention of the American Federation of Labour met in Houston, Texas, from September 18-23. President William Green in his keynote address urged an end of United States trade with Russia and higher wages. The delegates passed resolutions asking for defeat of the Taft-Hartley Act; and more social legislation.

Representing nearly 8,000,000 organized workers, some 600 delegates attended the 69th Annual Convention of the American Federation of Labour held in Houston, Texas, September 18-23.

The aim of the Convention, as expressed in the official AFL publication the *American Federationist* was "to help the nation to mobilize its strength for the establishment and maintenance of world peace and security."

During the sessions, the delegates considered 128 resolutions, as well as several matters brought before the Convention in the Executive Council's Report.

Action was taken on a wide range of subjects of interest to members of the Federation, including a national emergency policy to insure a balanced economy; a demand for price controls; opposition to wage freezes until wages have risen to catch prices; continued effort for repeal of the Taft-Hartley Act; an expression of "earnest hope and desire" for labour

unity; denunciation of Russian tactics; support of the UN action in Korea; demand for labour participation on administrative control agencies; a pledge of continuing support to the ICFTU; and reaffirmation of AFL support for the Marshall plan and the "Point Four" program to aid underdeveloped countries.

Among the many speakers who addressed the convention were Secretary of Labour, Maurice J. Tobin, Oscar R. Ewing, Federal Security Administrator, Wayne Morse, Senator from Oregon, Tom Daugherty, general secretary, Australian Workers' Union, W. Averell Harriman, special assistant to President Truman, Gust De Muynck, assistant general secretary of the ICFTU, J. C. Turner, ILO labour counsellor, Roger Provost, fraternal delegate from the Trades and Labour Congress of Canada, R. O'Hare Lanier, president Texas State University, Francisco Aguirre, secretary general of the Inter-American Confederation of Workers, Miss

Florence Hancock and Sir William Lowther, British fraternal delegates, and Lawrence Hair, New Zealand fraternal delegate.

Address of President William Green

The Convention opened with the keynote address of President William Green, who pledged to fight "with all the power that we possess to lift the wage level up so that it is established on a parity with prices before there is any freezing of wages." He also urged defeat of those congressmen who had voted for the Taft-Hartley Act.

Speaking on international affairs, Mr. Green strongly denounced Communist aggression in Korea. He said:—

I am sure you are all thinking about the tremendous war that is being carried on in Korea. It is disturbing us very greatly because they are calling for our sons to go there and fight for the preservation of liberty, freedom and democracy. Our feelings have been aroused because of the lying misrepresentations that have been made by the Communist government, in which they accuse America of being responsible for this terrible situation in Korea.

A great many of us think that it was the Russian army, equipped and financed by Russia. At any rate it was the North Korean communists that crossed the line into South Korea seeking to rob that country of its independence.

This convention should call upon our government now to stop buying anything from or selling anything to Russia, stop shipping goods to Russia from America because she will use them for the purpose of preparing for war.

Mr. Green predicted that "free, liberty-loving nations are going to win another great victory." The AFL had responded promptly to the government request for labour's support and co-operation in the war and national defence effort. However, the Federation intended to keep watch against profiteering and unjustified price increases. He maintained that "there is no justification for the mounting costs of food and those items that enter into the cost of living. . . ."

The AFL is opposed to wage and price freezing now because "such action . . . would mean freezing prices up high and wages down low," Mr. Green said. He pledged the Federation to "fight with all the power we possess to lift the wage level up so that it is established on a parity with prices. . . ."

Mr. Green strongly repudiated those in Congress who had "refused to listen to us and who voted for the notorious Taft-Hartley law." He reasserted the AFL's

"firm and fixed determination to fight on until we bring about absolute and unequivocal repeal" of the law.

Mr. Green also praised the new United States social security law; pledged continued AFL support to the International Confederation of Free Trade Unions; and promised that the AFL will stand steadfast against any Communist infiltration.

President Truman's Message

President Harry S. Truman was unable to accept the Federation's invitation to address the Convention, but sent a message which was read to the delegates.

Mr. Truman extended his cordial greetings to the Convention, and noted the AFL's "long history of service to wage-earners . . . enabling them to improve their working and living conditions in such a marked degree it has rendered a signal service to the nation as a whole."

The President's message also referred to the amended Social Security Act of 1935, and supported the Federation's stand against the Taft-Hartley Act.

Concluding his message, Mr. Truman said:—

American workers will, I know, go all out in their efforts to expand our total production so that we can arm ourselves and help arm the free world. It is in this way that we will make the United States and the democratic nations powerful enough to meet the challenge of communist imperialism that today is a world menace.

Our workers will be joined by industry and farmers in a co-operative American effort to produce the goods our armed forces and the United Nations need in order to cope successfully with the world situation. The job will be even better done than it was in World War II when we broke all production records and in so doing helped to put down the threats to the freedom of liberty-loving peoples.

Now our capacity is greater, the danger is ever-threatening and our determination is, as it always has been in our history, to preserve the American way of life for our children and our children's children. That we shall do by working together, sharing sacrifices willingly, in order to preserve the institutions of democracy to which we owe our happiness as a nation.

Address of Canadian Fraternal Delegate

Mr. Roger Provost of Montreal, fraternal delegate from the Trades and Labour Congress, brought fraternal greetings from the TLC to the AFL. Mr. Provost described the Canadian and American labour movement as "a solid and immovable bulwark against any tyranny which may, now or at any other time, threaten our hard-won freedoms and democracy."

Discussing the "unique" trade union situation in the Province of Quebec, Mr. Provost, said, in part:—

Almost the entire population of the Province of Quebec is of French descent, and almost all are descendants of people who lived in the northern part of France. They settled in Quebec centuries ago. They were living in Quebec long before the French Revolution and were largely unaffected by it. In fact it is fair to say that France is the New France; Quebec is Old France.

These French-speaking people brought their religion with them, and Roman Catholicism is still one of the strongest influences in the personal, family, and community life of the Province. While the Church has not opposed trade unionism, it has taken a different attitude in the Province of Quebec from what it has taken in the rest of Canada and in your country. While not opposing, and even in some cases encouraging, international trade unionism in the United States and the rest of Canada, the Church in Quebec has maintained and still does, that its members should belong to local unions closely associated with the Church, with adherence to the Catholic faith as a condition of membership.

In spite of this, however, our international unions have substantial memberships in the Province and their membership is growing. The bulk of that membership is composed of devout French-speaking Catholics. They believe that more of their working brothers and sisters should become members of, and enjoy the benefits of, international trade unionism. As a result the Quebec Federation of Labour of the Trades and Labour Congress of Canada is initiating a powerful membership and organizational campaign. We in the Province of Quebec have high hopes for the success of our organizing drive and I have given this background sketch so that you here in the United States may be better able to appreciate our problem in dealing with the unique trade union situation in the Province of Quebec.

The speaker sketched for the delegates the action which his Congress had taken at its Convention to close its ranks against Communist infiltration (L.G., Nov., 1950, pp. 1792-1807). Internationally, Mr. Provost declared "Korea (is) a stern warning of what may lie ahead." He emphasized Canadian labour's determina-

tion to resist all aggression, and said that "Canada will stand firm."

Canada's efforts to aid in world preparedness will mean a considerable diversion from civilian to military production, and "this cannot fail to have a worsening influence upon the cost of living," Mr. Provost said. The TLC wants "curbs placed upon inflation . . . (and has) urged the Government to take the necessary steps to control prices."

The Trades and Labour Congress did not want the "arbitrary" controls imposed during the last war, Mr. Provost said. His Federation wanted organized labour to be consulted before any controls are imposed. He said:—

Under our present wage contracts which are binding legal agreements our wage structure is the most stable part of our Canadian economy. We do not want to see that disturbed. In fact what we want is a similar approach to prices. We want prices negotiated in much the same way as we negotiate wages. When we negotiate wages we, as workers, through our union, come to an agreement with our employer. When the employer wants to change his price he doesn't have to negotiate with anybody under present conditions. We want him to have to negotiate with the consumer, and we are satisfied that that can be done by creating a government board on which there will be labour representation before which every price must be considered before it can be changed. In this way we can obtain both short-run and long-term price stabilization; the stability we have achieved in wages can be maintained and strengthened without submitting to wage freezing, and organized labour will be able to wield sound and responsible influence over our economy and our living conditions whether in peace or war.

Mr. Provost also spoke on the recent Canadian railway strike, and the joint stand taken by the TLC and CCL.

Concluding his address, Mr. Provost said, ". . . if we take to the world's peoples our tried and proven ways out of which have come personal freedom and civil liberty, the time is not too distant when working men and their families in all of the countries of the world may join with us in life, liberty, and the pursuit of happiness."

Labour Unity

A statement on labour unity was read into the Convention records by AFL vice-president Charles MacGowan. Mr. MacGowan, speaking on behalf of the Executive Council said:—

I want the record to show that the Executive Council of the American Federation of Labour is sincerely and genuinely trying to bring about organic unity in the American labour movement.

The Executive Council report to this convention shows that we have had conferences. They have been cordial and they have been friendly.

We make no promises as to what may come out of them. The conferences were suspended because of the conventions of both the American Federation of Labour and the Congress of Industrial Organizations, plus many international union conventions.

We have high hopes and we will work diligently to bring about the condition that the rank and file of the American labour movement wants—and that is organic unity.

Other Resolutions

Among the other resolutions passed by the Convention were the following:—

A request for a lower tax on small incomes and increased excess profit taxes;

A proposal for an increase in the legal minimum wage to \$1 per hour;

Reaffirmation of support of low-rent public housing;

Reaffirmation of support of President Truman's civil rights program and particularly for legislation to compel fair employment practices;

A request for the United States Government to restate the American democratic creed to enhance its practical appeal to impoverished or oppressed people of other continents;

A request for Congress to pass pending national health insurance and public health legislation.

Election of Officers

The Convention re-elected William Green as president for his 27th consecutive term. Mr. Green has been president since he succeeded Samuel Gompers, founder of the AFL, in 1924. Re-elected with Mr. Green were Secretary-Treasurer George Meany, and all thirteen vice-presidents, who serve as the Executive Council.

DEVELOPMENT OF A POLICY FOR INDUSTRIAL PEACE IN U.S. ATOMIC ENERGY PLANTS

A recent study of labour relations in U.S. atomic energy plants describes the efforts of management, labour and government to maintain democratic procedures of collective bargaining in an industry where it is necessary to avoid strikes.

How one of the United States' essential industries—atomic energy—has avoided disastrous strikes is the subject of a pamphlet issued by the National Planning Association¹ entitled *The Development of a Policy for Industrial Peace in Atomic Energy*. The author, Donald B. Straus, is Executive Secretary of the Atomic Energy Labour Relations Panel.

The report derives unusual interest from the fact that collective bargaining in the atomic energy industry is complicated by the third-party role of government in guarding the national security and in controlling all costs of the program.

The purpose of the report is stated to be to increase public understanding "(1) of

the intensive efforts being made by management, labour, and the government to maintain democratic procedures of collective bargaining in a government-owned, privately-operated plant; and (2) of the complexities of collective bargaining in other essential industries."

Use of Flexible Methods

The progress that has so far been made in the search for democratic methods of safeguarding industrial peace in the atomic energy industry is attributed, in the report, to voluntary and flexible methods rather than legal compulsion for solving labour-management disputes.

The present national policy on labour relations in the industry is recognized by those who framed it, and by contractors and unions operating under it, as a compromise rather than a precise guarantee against interruptions of vital production, it is stated. However, according to the author, it has gained acceptance by the parties concerned because it seems to

¹ The National Planning Association describes itself as a "non-profit, non-political organization, devoted to planning by Americans in agriculture, business, labour and the professions." Its Committee on the Causes of Industrial Peace under Collective Bargaining, which has issued a series of studies on labour-management relations (see p. 2045) comprises well-known representatives of U.S. labour and industry, and prominent observers of industrial relations.

provide the maximum assurance possible against strikes without depriving management and labour organizations of the initiative and freedom necessary for the progress of the atomic energy program.

Threat of Strike in 1948

The report points out that a strike threat at Oak Ridge, Tennessee, in the summer of 1948, directed attention to labour relations in atomic energy. The President appointed a Commission on Labour Relations in Atomic Energy Installations, with the request that it suggest a desirable policy for the conduct of labour relations in the industry. The investigations of the Commission resulted in the establishment of an Atomic Energy Labour Relations Panel, which was appointed by the President in April, 1949, to assist in peaceful settlement of disputes in vital parts of the program.

The Panel was faced at the outset with reconciling two objectives of the Atomic Energy Commission, not easily compatible: first, the need for national security, and second, the desire to assimilate the atomic energy industry into the normal business structure of the country so far as possible. The Commission, it is stated, has consistently encouraged collective bargaining between the contractors and their employees on the normal and typical aspects of wages, hours, and working conditions, and has refused to interfere in bargaining sessions. At the same time the AEC has had to carry out its responsibility for controlling costs of the program and for protecting it against espionage and sabotage—which unavoidably affects the attitudes of management and unions at the bargaining table.

Procedures of Labour Relations Panel

The complex, intertwined relationships of the various parties concerned make the Panel's work difficult because of the wide variety of interests and the range of activities involved. Actively participating in the atomic energy program are the Government, including Congress and the Atomic Energy Commission, representing the public interest; contractors, including universities, representing private industry; the American Federation of Labour and the Congress of Industrial Organizations, representing workers with many different skills, who must consider their internal political problems and the effect of contracts in atomic energy on their members elsewhere.

A fundamental element in the success of the present policy is the reliance upon labour-management co-operation rather than legislation or dictation by the AEC. Companies and unions in the atomic energy program have agreed not to cause any interruption of production through strikes or changes in the basic working agreements without first giving the Panel a chance to resolve the differences. When one of the parties to a dispute in atomic energy feels that it has gone as far as possible in collective bargaining and still has not been able to negotiate terms which are acceptable, it may then notify the Panel. This is in tacit recognition that the right to take economic action of any kind remains in escrow with the Panel until after this impartial group has either (1) dismissed the case as one affecting a non-essential part of the atomic energy program, or (2) had an opportunity to settle it. In theory, at least, no strike in atomic energy is possible until the Panel has been officially notified of the dispute and has followed its procedures. Thus the nation is safeguarded against any surprise emergency—and is further protected by the deliberative processes of the Panel.

The procedures of the Panel purposely are indefinite. This is primarily to allow the Panel every opportunity to bring about an agreement but also to avoid letting the parties know in advance what to expect from the Panel so that they will be less eager "to relinquish their own responsibility for working out a solution." According to the author, the "fuzziness" of outline in part distinguishes the Panel's procedures from compulsory arbitration. A further distinction, he points out, is that Panel recommendations are by no means an assured part of the process nor, once given, are they binding. They can be accepted or rejected by the Atomic Energy Commission, the contractor, or the union.

Attitude of Labour

It is interesting to note the author's statement that, prior to the establishment of the Panel, both AFL and CIO unions tended to favour the institution of compulsory arbitration in atomic energy plants. An AFL statement pointed out that "emotional pressures from the public, Congress, and [labour's] own organizations, due to the tremendous public interest involved, serve as restrictions upon labour from exercising its prerogatives" (i.e. the right to strike). An AFL officer said: "Bargaining with contractors, with the practical right to strike non-existent, is just mere shadow boxing."

A CIO official told a Joint Congressional Committee that "the possibility of a strike and the threat of a strike" is "part of the system of settling labour disputes in this country."

With the possibility of strikes removed, it seemed to both organizations that some modification of the collective bargaining process was necessary. "As a matter of fact," the author states, "both unions tried to avoid the word 'compulsory' in connection with arbitration, as this implied legislation and a standing injunction against strikes in the atomic energy industry. Legislation of this kind, both unions felt, would have far-reaching and evil effects on industrial relations. They also argued that experience in other countries showed that compulsory arbitration is not necessarily an airtight safeguard against strikes. Both unions preferred to have AEC require all of its contractors to agree 'voluntarily' to submit all disputes that could not be settled at the bargaining table to arbitration. In return, the unions were willing to agree 'voluntarily' not to strike."

Avoidance of Special Legislation

Commenting on the necessity for avoiding strikes in atomic energy plants, the author declares:—

"Any formula that blocks strike action must also provide an alternative means of achieving a settlement that will be accepted by the parties. The only full substitute so far invented is compulsory arbitration. But time and again in the history of industrial relations, both here and abroad, compulsory arbitration has failed as a positive guarantee against strikes. Unless an arbitration award is acceptable to both management and the union, a strike remains a very real possibility, and neither laws nor other compulsions are certain safeguards.

"Compulsory arbitration has the further drawback of harming the collective bargaining process. Experience has proved over and over again that when arbitration is known to be available at the end of the bargaining road, even those disputes which might under normal conditions be settled without a strike are pushed on to the arbitrator for decision. The President's Commission sensed that this would be especially true in atomic energy, since both unions and management were so concerned with the precedent-setting effect of collective bargaining in this field. A union faced with a wage settlement which it feels would be unpopular among the rank and file, and which perhaps is less than it hopes to get by calling a strike elsewhere, will often

prefer to have the settlement decreed by an outsider, thus disclaiming any responsibility for, or acceptance of it. Similarly, management may prefer to be 'forced' into a wage increase which under the circumstances seems inevitable—but which it thinks is greater than it would agree to in its home plants—than to have the increase set as a 'voluntarily' reached precedent."

The President's Commission, in avoiding any recommendation for special anti-strike or arbitration legislation in atomic energy, put its faith instead in creating the most favourable environment for achieving agreements.

In its report to the President it said:—

We make no recommendation for enactment of special legislation at this time, believing that the recommendations or something substantially equivalent to them should be given a trial for a period of 2 or 3 years. If they failed to secure continuity of production at any vital Government-owned, privately operated atomic energy installation, the effect would be to throw the full responsibility back into the hands of the Atomic Energy Commission. If this responsibility then seemed to make any special legislation necessary—Congress would have the benefit of that experience in considering such special legislation.

Cases Heard by Panel

On June 10, 1950, the Atomic Energy Labour Relations Panel had been in existence for over a year and had been called in on eleven cases. Nine had been settled satisfactorily by a variety of techniques and two were still in process.

Four cases—two in construction at Oak Ridge, Tennessee, one involving a unit of guards at the Mound Laboratory in Miamisburg, Ohio, and one involving the determination of the appropriate bargaining unit at Sandia Laboratory in Albuquerque, New Mexico—were settled after the Panel was called in, but before it formally accepted them.

One case involving job classifications at the Mound Laboratory was settled by the Panel's repeated referral of the dispute back to the parties for more bargaining.

One wage case on a new construction job at the K-29 and K-31 building sites at Oak Ridge was settled by arbitration, although a short wildcat strike—quickly put down by union officers—marred the orderly handling of the case.

Two wage cases—one at the X-10 Laboratory at Oak Ridge and one at the Mound Laboratory—were mediated to settlement after the Panel had stimulated the parties to seek further agreement on basic facts.

The Panel made a formal recommendation on one case involving jurisdictional problems on an assignment of work for the new K-29 and K-31 plant sites at Oak Ridge.

The two cases still unsettled were over wages—one in the K-25 Plant at Oak Ridge and one at Knolls Laboratory in Schenectady, New York.

An important factor in agreement-making to date and for the future, the author stresses, is the strong moral responsibility felt by contractors and labour unions to maintain atomic production. Both not only have patriotic motives, but also recognize that if the present policy proves ineffective in avoiding disastrous strikes in atomic energy, public opinion will demand that work stoppages be outlawed by drastic legislation—which, by extending government control over wages and working conditions, might have far-reaching effects on collective bargaining outside the industry.

Difficult problems in atomic energy labour relations still remaining unsolved are raised by the author. One is the reconciliation of reasonable cost control by AEC with non-interference in collective bargaining between the contractors and their employees. Steps have been taken to work out with the contractors and unions involved broad principles which can serve as criteria for wage costs which the AEC will reimburse, but which will be sufficiently general to allow ample room for bargaining. No definite principles had been agreed to at the time the report was written.

Strikes and the Public Interest

A foreword to the report sketches the nature of the basic problem of maintaining peace in the atomic energy, as in other essential industries, as follows:—

“Strikes in essential industries present one of the great American dilemmas. They emphasize the frequent conflict between individual freedom and the common welfare.

“By law and by tradition, the right to strike is an accepted feature of our democratic society. American workers should be free to exercise their economic strength in order to obtain fair wages and good working conditions. The strike is their strongest weapon and ultimate source of power.

“Nevertheless, we recognize that the exercise of that right should not be abused

to an extent where it irresponsibly threatens the overriding public interest. Modern technology has so increased specialization and thus the economic interdependence of our people that strikes in essential industries may disastrously affect the general health and safety. Today, a few strategically placed individuals can make decisions adversely affecting millions of their fellows.

“Certainly when there is a conflict between individual freedom and the public welfare, the latter must come first. When disagreements occur between employers and employees in essential industries, the public cannot tolerate prolonged work stoppages to force one side to change the position of the other and thereby reach ‘agreement.’ Our government neither can nor should permit parties to collective bargaining in these industries the extravagance of a genuine test of strength by a prolonged work stoppage.

“No democratic government has long stood idly by in such cases, and none could remain long in office. Thus while the unlimited right to strike or lockout exists in theory, in practice it is a limited right—it exists only so long as it is not used beyond the limits of the public’s tolerance. . . .

“As a last resort, American governments have always stepped forward to end prolonged work stoppages in essential industries. Doubtless they will continue to do so—and with continued public approval. But what they should do *after* they step forward is subject to much less agreement. Compulsory arbitration, injunction, and plant seizure have been tried and generally found wanting.

“In atomic energy, the experiment of not announcing in advance the precise nature of the government’s proposed action is being tried. Flexible and non-legalistic techniques are being employed.”

The foreword adds that “it is clearly too soon to reach a final judgment as to the success or general applicability of the techniques being employed. But the short record is an encouraging one and future developments deserve careful attention.” There may well emerge, the statement continues, “a common law,” based on experience and precedent, that will have implications for management-labour relations in other essential American industries.

CAUSES OF INDUSTRIAL PEACE UNDER COLLECTIVE BARGAINING

Significant parallels in the basic causes of industrial peace are found in the eight cases so far studied by the National Planning Association, in its attempt to find an answer to the question "What Makes Industrial Peace?"

For its eighth case study of the causes of industrial peace under collective bargaining, the special committee of the National Planning Association selected for analysis the Marathon Corporation, described in the report as "one of Wisconsin's leading companies in the highly competitive paper industry."

In a statement accompanying the authors' analysis, the NPA committee stresses the value of this particular study as a companion piece to Case Studies Nos. 1 and 7, which dealt with paper companies on the West Coast and in New England (L.G., 1949, p. 703, and April, 1950, p. 438).

This study, it is claimed, adds further strong evidence that constructive and reasonable attitudes of employers and union representatives toward bargaining are far more important in achieving industrial peace than outside factors such as the size, profitability, or location of the company, or the number of unions involved.

Marathon Corporation and Seven Labour Unions

The thirteen-year record of Marathon's peaceful relations at four Wisconsin plants and one Michigan plant has been marked by integrity, good faith, and a willingness to bargain on the part of management and unions, according to the report.

The company deals with seven unions, composed of all of the company's production and maintenance workers, numbering about 3,000. The bulk are members of AFL's twin paper unions, the International Brotherhood of Paper Makers, and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers. The rest are members of four AFL printing unions and the independent International Association of Machinists.

The record shows that there has never been a strike at Marathon. Arbitration has never been resorted to, although contracts call for arbitration of differences over the interpretation and meaning of the contract. Neither the company nor any of the unions has resorted to the courts, and governmental administrative agencies have been called in on labour relations matters only

when the law required it. Conciliation has been resorted to but twice, and on one of these occasions the matter was beyond the control of both the company and the local union. Both company and union credit the recent president of the 40-year old company as the "principal architect" of the relationship.

The authors of the report conclude that there are twenty factors which have contributed in varying degrees to the remarkable record of industrial peace at Marathon. There seems no question to them, however, that most important are the facts that Marathon's management officials act on the principle that "a company gets just about the kind of labour relations it asks for" and that the unions with which Marathon deals have a record of responsibility and maturity.

The committee and the authors show that the company, the union, and the public have gained from this constructive relationship. The company has prospered and steadily expanded. Its sales have increased about five and one-half times; employment has almost quadrupled; and profits—figured on sales or net worth—are satisfactory. The workers have received wages above local levels, comparable to competitive rates within the industry as a whole, but somewhat below metropolitan standards. In addition, fringe benefits account for a sizeable amount of the company's wage bill. Employment has been steady and turnover low. Both the company and the unions recognize the peril of losing customers due to work stoppages. There has been no collusion against the consumer through arbitrarily high prices.

Referring to earlier Case Studies of pulp and paper companies, the NPA committee explains that three studies were made in the same industry in order to see how unions which have peaceful relations with one company fared with other companies in different geographical locales and under different bargaining conditions. "We wanted, too, to explore the effects that the size of the bargaining unit and the presence of multi-union bargaining had on specific relationships. Thus, although

there are similarities in these three cases, there are also important points of difference." For example, Crown Zellerbach Corporation (*Case Study 1*) is the second largest pulp and paper company in the country and it bargains as part of a region-wide employer group on the Pacific Coast. Nashua Gummed and Coated Paper Company in New Hampshire (*Case Study 7*) has less than 1,000 employees and it bargains individually with seven unions. Marathon is between the two, both geographically and in size, and it bargains with seven unions individually. Nevertheless, the authors and committee find significant parallels in the basic "causes" of industrial peace in the three paper companies, as well as in the other *Case Studies* of other companies in other industries.

The Marathon study reaffirms the importance of the following factors found in the seven previously studied situations:—

1. There is full acceptance by management of the collective bargaining process and of unionism as an institution;
2. The unions fully accept private ownership and operation of the industry; they recognize that the welfare of their members depends upon the successful operation of the business;
3. The unions are strong, responsible, and democratic;
4. The company stays out of the unions' internal affairs; it does not seek to alienate the workers' allegiance to their unions;

5. Mutual trust and confidence exist between the parties. There have been no serious ideological incompatibilities;
6. Neither party to bargaining has adopted a legalistic approach to the solution of problems in the relationship;
7. Negotiations are "problem centered"—more time is spent on day-to-day problems than on defining abstract principles;
8. There is widespread union-management consultation and highly developed information sharing.

The study gives a brief history of the company and describes the type of jobs performed. It then reviews the coming of the unions, and the developments of collective bargaining. A chapter entitled "administering the Contracts" deals with grievance procedure, seniority, discipline and discharge, and other matters. The study is enlivened with a series of accounts of episodes illustrating various aspects of the union-management relationship.

It concludes with a listing of some of the problems which union and management may have to face in the future, which "may be tougher than anything the parties have had to face in the past."

"None of these possibilities, however, represents a matter so serious that it cannot be overcome by the same brand of integrity, good faith, and willingness to bargain which the parties have shown in the past. Furthermore, they have managed to build up a tremendous reservoir of good will which can withstand hard knocks."

INTERNATIONAL LABOUR ORGANIZATION

Participation of ILO in United Nations Technical Aid Program

The International Labour Organization has begun to provide technical assistance to its member countries as part of the United Nations program for the economic development of underdeveloped areas (L.G., March, 1950, p. 312; Aug., p. 113).

The ILO's contribution to the program is being co-ordinated with the contributions of other UN specialized agencies through the Technical Assistance Board which was established by a resolution approved by the Economic and Social Council and the General Assembly of the United Nations.

The equivalent of \$20,000,000 has been pledged by 54 Governments to finance the program up to December 31, 1951. Of this sum, roughly \$2,000,000 will be allocated to the ILO.

The fields in which the ILO is providing assistance include vocational guidance and

training, employment service organization, migration, labour statistics, co-operation and handicrafts, industrial welfare, labour inspection, labour legislation, industrial relations, agricultural working and living conditions, social security, industrial safety, and industrial hygiene. Assistance will also be given in the solution of specific problems relating to particular industries or categories of persons.

Assistance is being supplied by missions composed of experts, and in the form of seminars, training institutes, meetings for the exchange of information, and in various other ways.

The ILO has provided technical assistance to its member states since the earliest years of the Organization. With the funds that have been made available under the new program, however, the possibilities of

increasing the Organization's work of this kind have been considerably enlarged.

Countries which have requested assistance within the ILO's area of responsibility under the new program include Burma, Ceylon, Colombia, Ecuador, India, Indonesia, Iran, Israel, Lebanon, Pakistan, Thailand and Turkey.

Preliminary work has been started on some of the projects proposed by these countries, and others are under consideration by the Technical Assistance Board. Certain of the projects will be undertaken by the ILO in co-operation with one or more of the other international organizations participating in the program.

Publication of Handbook on Canada's National Employment Service Inaugurates ILO Series

With the publication of *National Employment Services, Canada*, the International Labour Office has, as part of its manpower program, begun the issue of a series of handbooks intended to serve as a guide in the development and improvement of employment services throughout the world. The handbooks will bring together and make available in comparable form surveys of employment service policy, practices and techniques in various countries.

The National Employment Service of Canada was requested to prepare the first report in the series.

The material is presented according to a uniform plan which will be followed by the countries participating. The first two

chapters include a general introduction and an account of the administrative organization of the service. The bulk of the information is contained in chapter 3, which describes in detail the functions, program and procedures of the service, under such headings as statement of policies, organization of placement work, employment information, employment counselling, service to special categories of workers and special industries, and co-operation in economic and social planning and administration. The remaining chapters deal with the organization and operation of advisory committees, recruitment and training of employment service staff, private employment agencies, and employment service research activities. Specimen forms are shown in the appendix.

Freedom of Association and Conditions of Work in Venezuela

The International Labour Office has published a report prepared by a mission sent to Venezuela by the ILO in response to an invitation from the Government of that country.

Under the terms of this invitation, the purpose of the mission was "to secure complete and impartial information concerning social problems, general conditions of work in the different industries, the scope of the benefits and protection afforded to workers under the legislation in force and the National Government, and the development and functioning of trade unions." The mission was headed by Jef Rens, senior Assistant Director-General of the International Labour Office. It spent seven weeks in Venezuela in 1949.

According to the report, freedom of association in Venezuela "is far from being complete."

The report said the Venezuelan unions "do not at present enjoy a freedom of action and organization comparable to that

enjoyed by countries in which the functioning of workers' organizations is protected from legal or administrative restrictions."

At the same time, the report described the social legislation of Venezuela as "very progressive and conceived in such a manner as to ensure the effective protection of the workers."

It said that in the field of living conditions and conditions of work, certain Venezuelan laws generally conform to—and sometimes go beyond—ILO standards. However, it added, this legislation was not applied everywhere with the same degree of effectiveness.

To consolidate the legislation, certain revisions appeared necessary, the mission suggested. It said, however, that it would be difficult for the Government to undertake these revisions without the active collaboration of the workers and employers concerned, and it emphasized that a return

to freedom of association appeared to be a condition for this collaboration.

Certain measures taken by the Military Junta since the mission's visit indicated a new trend in the Junta's attitude toward the right to organize and other fundamental freedoms, the report said.

The mission said it had carefully refrained from expressing any judgment with regard to questions which did not fall within the terms of reference of the Venezuelan invitation.

The mission suggested, however, "in the light of the situation" it had reviewed, that the Venezuelan Government "give the fullest and most earnest consideration to the following steps designed to permit the normal functioning of a healthy trade unionism."

1. Removal of the bar against the re-election by the trade unions of former members of their executive committees.
2. Lifting of the obligation to obtain prior Government approval for the holding of trade union meetings.
3. Re-establishment of the liberty of the unions to form national federations and confederations.
4. Restoration of the right to strike and lockout within the limits of the labour law.
5. Encouragement of collaboration in the economic and social field

between free strong and independent organizations of employers and workers.

The report also suggested measures to improve Venezuela's social security legislation and its labour inspection services.

The report suggested that the workers' and employers' organizations could themselves contribute to the re-establishment of normal industrial relations in the country.

It said the mission considered the employers should "endeavour without delay to set up free representative organizations, the absence of which constitutes a regrettable gap in the social structure" of Venezuela.

The mission also considered, the report declared, that "the trade union officials might, to such a degree as is possible, protect the unions from the vicissitudes of political life and enhance their prestige and the effectiveness of their action by drawing a clearer demarcation between their purely trade union activities and their political activities. . . ."

"The mission is convinced," the report concluded, "that if the Venezuelan Government were to adopt the recommendations which it has put forward a secure foundation would be laid for the gradual development in Venezuela of a free trade union movement and a body of social legislation corresponding to the needs and aspirations of the Venezuelan people."

ILO Report on Employment Conditions on Panama Ships

The International Labour Office has published the report of a committee of inquiry which investigated employment conditions in ships flying the flag of Panama.

The report was examined by the Governing Body of the ILO, and was published in agreement with the Government of Panama.

The volume contains a statement made by the Governing Body drawing attention to certain points concerning the report and making certain suggestions and recommendations. The volume also contains

certain observations on the report made by the Government of Panama.

The committee of inquiry was set up by the Governing Body in December, 1948 at the request of the Panamanian Government after the International Transport Workers' Federation threatened a boycott of certain Panama flag ships.

The committee was composed of Herman Vos, member of the Belgian Senate, representing Governments; A. Dalglish of the United Kingdom, representing the workers; and A. G. Fennema of the Netherlands, representing the employers.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

The Honourable Mr. Justice R. L. Kellock, of the Supreme Court of Canada, was appointed during October to arbitrate the matters in dispute between the railways and the trade unions representing non-operating employees.

Introduction

Pursuant to the provisions of The Maintenance of Railway Operation Act, discussions on the current dispute between the major railways and the trade unions representing groups of non-operating employees began in Montreal on October 4 between officers of the four railway companies involved and the negotiating committee of the seventeen associated unions.

On October 10 the Government was notified by letter that the differences between the parties as to the terms of a collective agreement had not been resolved. The Government was also informed that the parties had been unable to agree upon the selection of a person to act as arbitrator, as contemplated by the law passed by Parliament to terminate the railway strike of August 22-31.

After the expiry of the thirty-day period provided by the Act for negotiations and of the fifteen-day extension thereof granted upon the request of the parties, His Excellency the Governor General in Council on October 17 appointed the Hon. R. L. Kellock, one of the Justices of the Supreme Court of Canada, as the arbitrator to determine and decide all matters that had not been agreed upon between the railway companies and the unions. The appointment was made upon the recommendation of the Minister of Labour, the Hon. Milton F. Gregg, V.C., by Order in Council P.C. 4994.

The Hon. Mr. Justice Kellock entered upon his duties on October 27, when he

convened a hearing in Montreal. The arbitration proceedings continued for three days the following week and were renewed on November 8.

* * *

Another development of interest during October was the receipt of majority and minority reports of a Board of Conciliation and Investigation under the chairmanship of His Honour Judge A. Cochrane, of Brampton, Ontario, dealing with a dispute between the Ottawa Transportation Commission and its employees represented by Division No. 279, Amalgamated Street, Electric Railway and Motor Coach Employees of America. The full text of the reports are printed below. Following the release of the Board's recommendations, the employees voted in favour of their acceptance but the recommendations were rejected by the employer. Further conversations were taking place between the parties at the end of the period under review.

* * *

The Minister of Labour also completed the personnel of two Boards of Conciliation and Investigation to deal with disputes between The Canadian Press and its subsidiary, Press News, Limited, and their employees represented by the American Newspaper Guild. In the absence of a joint recommendation from other members, the Minister appointed His Honour Judge A. Cochrane, of Brampton, Ontario, as Chairman of each of the Boards.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every

reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of October. The Board issued seven certificates designating bargaining agents, rejected five applications for certification, and ordered four representation votes. During the month the Board received three applications for certification.

Applications for Certification Granted

1. Three certificates designating the Canadian Merchant Service Guild, Inc., as bargaining agent for separate units of deck officers employed by (1) Blue Peter Steamships Limited, on board the ss. *Blue Peter II* and mv. *Blue Cloud*; (2) Provincial Steamships Limited, on board the ss. *Federal Trader*, and by (3) Northlantic Sealers Limited, on board the ms. *Blue Seal*. Head offices of the Companies are located in St. John's, Nfld. (L.G., Sept.,

1950, p. 1556, and Oct., 1950, p. 1669).

The National Association of Marine Engineers of Canada, Inc., was certified as bargaining agent for three separate units of engineers officers below the rank of chief engineer employed by the same Companies (L.G., Sept., 1950, p. 1556, and Oct., 1950, p. 1669).

2. District Council No. 3, National Association of Marine Engineers of Canada, Inc., for a unit of engineer officers below the rank of chief engineer employed by Paterson Steamships Limited, Fort William, Ont. (L.G., Sept., 1950, p. 1556).

Applications for Certification Rejected

The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and five employers of longshoremen at the Port of Quebec, including the Albert G. Baker Company

Limited, the Clarke Steamship Company Limited, W. G. McCauley, Anglo-Canadian Pulp and Paper Mills, Limited, and Robin Hood Flour Mills, Limited. The applications were rejected for the reason that the applicant organization had not received the support of a majority of the employees concerned in a vote conducted by the Board (L.G., Oct., 1950, p. 1668).

Representation Votes Ordered

1. Local No. 779, Hotel and Restaurant Employees' and Bartenders' International Union, and Canadian National Railways (Newfoundland Hotel, St. John's, Nfld.) (L.G., March, 1950, p. 339). The Board ordered the vote following an investigation and a public hearing of the parties concerned.

2. The Canadian Air Line Flight Attendants' Association and Canadian Pacific Air Lines Limited (L.G., Oct., 1950, p. 1668). The Board ordered the vote following an investigation of the application.

3. The Canadian Brotherhood of Seamen and the Quebec and Ontario Transportation Company Limited, Montreal (L.G., July, 1950, p. 1041). The Board ordered the vote following an investigation and a

public hearing of the parties concerned (See Reasons for Judgment below).

4. The Canadian Brotherhood of Seamen and the Gulf and Lake Navigation Company, Limited, Montreal (L.G., Aug., 1950, p. 1169). The Board ordered the vote following an investigation and a public hearing of the parties concerned (See Reasons for Judgment below).

Applications for Certification Received

1. The Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers handling steam or other classes of motive power and employed by the Canadian Pacific Railway Company in its Prairie and Pacific regions (Investigating Officer: F. J. Ainsborough).

2. Division No. 1229, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, on behalf of a unit of employees of Island Motor Transport Limited, Charlottetown, P.E.I. (Investigating Officer: J. R. Kinley).

3. Communications Workers of America, on behalf of a unit of employees of the Northern Telephone Company Limited, New Liskeard, Ont. (Investigating Officer: R. L. O'Neill).

REASONS FOR JUDGMENT in application for certification affecting

Canadian Brotherhood of Seamen, *Applicant*, and Quebec and Ontario Transportation Company, Limited, with head office at Montreal, Que., *Respondent*.

This is an application for certification received by the Board under date of May 11, 1950, for certification of the Applicant as bargaining agent of a unit of employees of the Respondent consisting of unlicensed personnel employed on the vessels of the Respondent which operates a shipping business.

The Applicant had, according to the report of the Board's investigating officer following upon his check of the Applicants records, a majority of employees as members at the time the application was made.

The Respondent contends that it had entered into a collective agreement, dated March 16, 1950, with the Seafarers' International Union representing this unit of employees for a term ending March 15, 1951. The Respondent contends that at the time the collective agreement became effective the Respondent had satisfied itself that the Seafarers' International Union represented the

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, J. A. D'Aoust, A. J. Hills, A. R. Mosher, G. Picard and H. Taylor, members. The Judgment of the Board was delivered by the Vice-Chairman.

majority of employees in the unit. The Respondent therefore submits that the application having been made less than ten months after the agreement became effective, the application is premature and should be rejected.

The Respondent had entered into a collective agreement in 1949 with the Canadian Seamen's Union which expired on March 14, 1950, and was not renewed. The Canadian Seamen's Union intervened in the present proceedings but subsequently withdrawn, thereby abandoning any right it may have had to represent

the employees by reason of having had an agreement with the Respondent covering the employees. The Canadian Seamen's Union had not been certified as the bargaining agent of the employees covered by the agreement. The Respondent states the agreement entered into with the Seafarers' International Union on March 16, 1950, was entered into on the representations of that Union that it represented the employees covered by the agreement, and that the company in signing the agreement stipulated that it was provisional in nature until the Union satisfied the company that it did represent the employees. The agreement was filed with the Department of Labour at the end of May, prior to which date the Respondent states the union had produced to it individual authorizations signed by 147 out of 149 employees in the unit, designating the Seafarers' International Union as bargaining representative of the employees and authorizing the Respondent to deduct union dues and assessments from wages. In addition, the Respondent states each employee in signing the monthly payroll sheet of the Respondent authorized the deduction of the monthly union dues to the Seafarers' International Union from his monthly pay and its remittance to the union. These signed authorizations and payroll sheets were produced at the hearing. The authorizations so filed are dated at various dates running from March 30, 1950, at earliest, into June, 1950, the great majority thereof bearing dates from March 30 on through to the end of the month of April, 1950.

On the other hand, the Applicant points out that the aforesaid agreement between the Respondent and the Seafarers' International Union, a copy of which was produced at the hearing, contains a provision requiring the employees as a condition of employment to either join the union and continue as members thereof during their employment or, in the alternative, to pay one month's dues as well as initiation fees and to pay subsequent monthly dues as required of union members, and providing that failure by an employee to pay arrears of monthly dues at a pay-off date shall

constitute a bar to further employment until arrears are paid. The Applicant claims that, although the agreement is stated by the Respondent to have been provisional only, pending the establishment by the Seafarers' International Union of its claim to represent the employees, nevertheless the provision recited above was given effect to and made applicable immediately following the execution of the agreement, and that employees signed the authorization cards in March and April subsequent to the signing of the agreement under threat of loss of employment.

It is clear from the evidence before the Board that at the time the agreement between the Respondent and the Seafarers' International Union was signed that union had no authority of any kind to represent the employees covered by the agreement. The Respondent states that the agreement was not to be effective until the Seafarers' International Union had established its representative status to the satisfaction of the company.

The Board is of opinion that the existence of an agreement entered into in the circumstances related above should not be permitted to operate as a bar to the making of the present application.

The Board accordingly, without considering it necessary to the disposition of the application to reach any conclusion as to the final effect of the aforesaid agreement and the opposing contentions of the parties, gives its consent to the making of the present application. A vote will be taken, under the direction of the Chief Executive Officer of the Board, of the employees in the bargaining unit, namely the unlicensed personnel employed on the vessels of the Respondent. The names of both unions will appear on the ballot.

*(Sgd.) A. H. BROWN,
Vice-Chairman
and Acting Chairman
for the Board.*

*I. R. PRAZOFF, Esq.,
M. E. NUTTALL, Esq.,
for the Applicant.*

*C. R. MCKENZIE, Esq., K.C.,
W. F. COLLISON, Esq.,
for the Respondent.*

Dated at Ottawa, October 12, 1950.

REASONS FOR JUDGMENT in application for certification affecting

**Canadian Brotherhood of Seamen, Applicant,
and**

**Gulf and Lake Navigation Company Limited, with head office at
Montreal, Quebec, Respondent.**

This is an application for certification of the Applicant as bargaining agent of a unit of employees of the Respondent consisting of unlicensed personnel employed on the vessels of the company which operates a shipping business. The application is dated June 21, 1950, and was received by the Board on June 23, 1950. The Board's investigating officer reports, following a check of union records, that a majority of employees in the unit were members of the Applicant organization at the date of application.

The Canadian Seamen's Union is the certified bargaining agent of employees in the unit by virtue of a subsisting certification order made in 1946. The last collective agreement between the Respondent and the Canadian Seamen's Union expired in March, 1949. The Canadian Seamen's Union has not intervened in respect of the present application. In these circumstances, it must be assumed that the Canadian Seamen's Union no longer represents a majority of employees in the unit. The certification granted to that union as aforesaid is accordingly revoked.

The Respondent in opposing the application denies that the Applicant represents the majority of employees, and states that it entered into a collective agreement with the Seafarers' International Union under date of July 11, 1950, effective from July 1, 1950, to run until March 31, 1951, covering the employees in the proposed bargaining unit.

Both the Respondent and the Seafarers' International Union should be well aware that where a union has been certified as a bargaining agent for a unit of employees under the provisions of the Industrial Rela-

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, J. A. D'Aoust, A. J. Hills, A. R. Mosher, G. Picard and H. Taylor, members. The Judgment of the Board was delivered by the Vice-Chairman.

tions and Disputes Investigation Act, no other union has authority under the Act to represent the unit for collective bargaining nor to bind employees in the unit by collective agreement until that certification is revoked.

In any event, the application was filed prior to the date of the alleged collective agreement, and is therefore in order as to the time when made. The Seafarers' International Union which is the other party to the alleged collective agreement has not intervened to oppose the application nor to attempt to establish its right to represent the employees in the unit.

A vote will be taken of employees in the bargaining unit consisting of unlicensed personnel on the ships of the Respondent, under the direction of the Chief Executive Officer.

(Sgd.) A. H. BROWN,
Vice-Chairman
and Acting Chairman
for the Board.

I. R. PRAZOFF, Esq.,
M. E. NUTTALL, Esq.,
for the Applicant.

J. BRISSET, Esq., K.C.,
for the Respondent.

Dated at Ottawa, October 12, 1950.

Conciliation and Other Proceedings Before the Minister of Labour

During the month of October the Minister appointed Conciliation Officers to deal with matters in dispute between the following parties:—

1. Local No. 38-163, International Longshoremen's Association, and the Shipping Federation of British Columbia, representing Canadian National Steamships, The Canadian Pacific Railway Company (B.C.

Coast Steamship Service), Frank Waterhouse of Canada Limited, Packers Steamships Company Limited, and Union Steamships Limited (Conciliation Officer: G. R. Currie).

2. Local B1440, International Brotherhood of Electrical Workers, and Chaudière Water Power Owners and Lessees, Ottawa (Conciliation Officer: Bernard Wilson).

3. The Canadian Navigators' Federation and the Prescott and Ogdensburg Ferry Company Limited, Prescott, Ont. (Conciliation Officer: L. Pepin).

Conciliation Board Appointed

On September 19, 1950, the Minister appointed a Board of Conciliation and Investigation to deal with matters in dispute between Eldorado Mining and Refining Limited, Port Hope, Ont., a Federal Crown Company, and Local No. 13173, District 50, United Mine Workers of America. The Board was appointed following receipt of the report of W. Dunn, who had been appointed by the Minister of Labour for the Province of Ontario as Conciliation Officer to deal with the dispute on the assumption that the Company came within the jurisdiction of the provincial authorities. Constitution of the Board has been delayed pending further discussions between the parties and with officials of the Federal Department of Labour.

Conciliation Boards Fully Constituted

The two Boards of Conciliation and Investigation appointed by the Minister on September 8, 1950, to deal with matters

in dispute between The Canadian Press and the American Newspaper Guild and between Press News Limited and the American Newspaper Guild (L.G., Nov., 1950, p. 1895) were fully constituted on October 30, 1950, with the appointment of His Honour Judge A. Cochrane, Brampton, Ont., as Chairman. Judge Cochrane was appointed by the Minister in the absence of a joint recommendation from the other two members of the Boards, Messrs. Gordon R. Munnoch, K.C., and Herbert Orliffe, both of Toronto, who had previously been appointed on the nominations of the companies and union, respectively.

Conciliation Board Report Received

On October 19, 1950, the Minister received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Sept., 1950, p. 1556). The texts of the majority and minority reports are reproduced below.

REPORT OF BOARD in dispute between

**Ottawa Transportation Commission,
and**

**Division No. 279, Amalgamated Association of Street, Electric
Railway and Motor Coach Employees of America.**

Meetings of this conciliation board were held at Ottawa on the 1st and 2nd days of August, 1950, and again at Ottawa on the 16th and 17th days of August, 1950. A further meeting of the board was held at Toronto on the 6th day of September, 1950.

The following were present at the meetings held in Ottawa. On behalf of the Union: Messrs. W. P. Wall, International Representative of Amalgamated Association SER & MCE of America; J. A. Robinson, President of Ottawa Local No. 279; T. H. Hammell, Secretary; A. Brisbois, Treasurer; M. Goulet, Vice-President; H. Dyett, member of the executive; and J. H. Stitt, counsel. On behalf of the Commission: Messrs. E. F. Marchand, member of the Commission; D. N. Gill, General Manager, and A. W. Beament, K.C., counsel.

All members of the board were present at the meeting held in Toronto on the 6th of September which was for the purpose of considering our report.

On October 19, 1950, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with the dispute between the Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Sept., 1950, p. 1556).

The Board was composed of His Honour Judge A. Cochrane, Brampton, Ontario, Chairman; John J. Connolly, K.C., Ottawa, and C. L. Dubin, Toronto, members appointed on the nominations of the Company and Union, respectively.

The texts of the Board's majority and minority reports are reproduced herewith.

We should first deal with the question raised by the Commission as to whether the Agreement dated the 6th day of

September, 1948, is still in full force and effect. The Commission has consistently taken the position that this Agreement is in fact still in effect and that the only question at issue which the conciliation board can consider is the question of pensions. The attitude of the Commission on this point is clearly set out in a letter from Mr. W. R. Creighton, Chairman of the Commission to Mr. Arthur MacNamara, Deputy Minister of Labour, dated the 13th of March, 1950. The parts of the letter which directly refer to the question as to whether there is an existing contract read as follows:—

In view of the fact that neither party to the Collective Agreement gave a notice terminating the Agreement at the end of 1949 under the provisions of Section 5, the Agreement automatically continues for the year 1950. Accordingly, since this Collective Agreement was entered into and up to the present time neither party has had or now has the right to require the other party to commence collective bargaining. That being so, neither party has at this time the right to request nor is there power in law to instruct a conciliation officer to confer with the parties.

Despite the legal position set out above, the Commission is quite willing, without prejudice to the continuance of the present Collective Agreement, to resume negotiations with the Union of a supplementary agreement and the introduction of a pension plan. The Commission must, however, oppose the appointment of a Conciliation Officer at the present time under the provisions of the Industrial Relations and Disputes Investigation Act, in view of the valid and subsisting Collective Agreement between the Union and this Commission.

A submission setting forth certain facts was made to the Hon. the Minister of Labour by the Union which bears date the 16th day of March, 1950, and some further correspondence in addition to the letter above referred to was had between the Commission and the Department. In this correspondence the Commission adhered to its original position but, in spite of representations made by the Commission, a Conciliation Officer was eventually appointed by the Department of Labour. The Officer failed to bring about a settlement between the parties and in his report to the Department bearing date the 1st day of June, 1950, it was pointed out among other things that the Union wished a Board of Conciliation to be set up but that the Commission was opposed to this being done. The Conciliation Officer had failed to arrange a settlement and recommended that a Board be established, and this Board was established on the 6th of June last. The setting up of the Board was done over the strong objec-

tions of the Ottawa Transportation Commission, and the Commission has not since in any way or at any time changed from its original position.

It may be significant that the appointment which is under the seal of the Hon. the Minister of Labour reads as follows: "Now therefore, the undersigned, the Minister of Labour of Canada, pursuant to the provisions of Section 17 of the Industrial Relations and Disputes Investigation Act, does hereby appoint a Board of Conciliation and Investigation, to be constituted as in the said Act provided, which Board shall endeavour to effect agreement between the parties on the matters on which they have not agreed." No complete agreement has been arrived at since the appointment of the Conciliation Board and it is obvious, keeping in mind the position which has always been taken by the Commission and not receded from, that a settlement at the present time is not possible. Failing a settlement and following these conciliation proceedings the parties have certain rights. We have been asked to make a finding as to the legal position of the parties, but we are not sure that we should do so for the following reasons:—

1. To some extent at least we are being asked to review an Act of the Minister of Labour and this is not desirable.
2. A finding one way or the other might prejudicially affect the rights of the parties or one of them.
3. It is possible that one or other of the parties might apply to the courts for a ruling as to its legal position notwithstanding any finding which might be made by this board.

Under the circumstances we have concluded that it is advisable that we deal with all matters at issue between the parties and make our recommendations on the merits.

In this conciliation there were originally six matters at issue between the parties as follows:—

- (a) Request by the Union for a twenty-cent per hour general wage increase.
- (b) Request for a ten-cent per hour differential for skilled tradesmen.
- (c) Request for increased vacation days with pay.
- (d) Request for improvements in working conditions.
- (e) Request for alterations in sick benefits.
- (f) Request for establishment of a superannuation scheme.

Of the above the request for improvements in working conditions was settled by direct negotiations between the parties following the first sittings of the conciliation board.

(a) Twenty-cent per hour general wage increase:

The Union submitted a statement (which was not questioned by the Commission) showing the rates paid to first class operators by twenty-seven different transportation systems throughout Canada. The highest rate paid is \$1.27½ per hour; the lowest rate is 85 cents per hour—the Ottawa Transportation Commission pays its first class operators one dollar per hour. The average rate of pay, excluding Ottawa and excluding also the cost-of-living bonuses which are paid in certain places, is approximately \$1.08½ per hour; from which it will be seen that the Ottawa rate is well below the average. There has been a substantial increase in the cost of living since the Ottawa rate was established on the 1st of January, 1949, and this fact has an important bearing on the question as to what is a fair wage. No evidence has been submitted to the board which would suggest valid reasons why the Ottawa rate for operators should be so far below the average. It is our understanding that generally speaking the operators' rate is taken as the yardstick by which all of the rates are measured, and it would appear that the rates paid not only to operators but to other employees of the Commission are somewhat lower than those paid by other transportation systems. Since the last meeting of the board in Toronto we have considered the matter carefully and we recommend an increase of 15 cents per hour across-the-board, of which 12½ cents per hour shall be effective as of the 1st day of April, 1950, and the remaining 2½ cents per hour as of January 1, 1951.

It will be noted that after lengthy negotiations between the Commission and the Union the matter first went to conciliation on the 25th of March last; this being so we are of the opinion that the suggested dates are reasonable under all the circumstances. The employees should not be penalized for the long delay in the negotiations because it would appear that both sides are to some extent at least responsible for the delay; on the other hand it is obvious that if no provision is made for increased rates to be retroactive, employers could profit perhaps in some instances unfairly by prolonging negotiations.

(b) Ten-cent per hour differential for skilled tradesmen:

It is our opinion that differentials for skilled tradesmen should be established. The Union request is for ten cents per hour, but the evidence on the point is not too complete or satisfactory and we find it difficult, on what is before us, to recommend

a specific rate. We are of the opinion that differentials could be settled between the parties if base rates were first agreed upon, but under the circumstances and on what is before us the request of the Union for a ten cent differential does not appear to be unreasonable. We would therefore recommend adoption of the ten cent differential leaving it to the parties to decide as to how it should be applied, but on the understanding that existing differentials if any should not be reduced.

The Commission contends that it is financially unable to meet the demands of the Union; if this contention be correct the solution is in our opinion obvious, namely—to increase fares to meet increased costs of operations. It should be noted that there has been no substantial increase in fares for many years.

(c) Increased vacation days with pay:

We recommend in favour of two weeks' vacation after two years' service.

(d) Improvements in working conditions:

Settled.

(e) Alterations in sick benefits:

This question was not seriously in issue—little reference was made to it during the sittings of the board. The matter is referred to on page 15 of the Union brief under the heading Clause 10—Sections 31 and 32. This is a quotation from a memorandum indicating the position taken by the Ottawa Transportation Commission with regard to the presentations of the Union, and this quotation indicates an intention on the part of the Commission to improve the position of its employees so far as sick benefits are concerned. Very little was said during the sittings and therefore the matter does not appear to be in issue and it seems to us that if there are differences between the parties they could in all probability be settled by direct negotiations. We therefore make no recommendation in connection with this matter.

(f) Establishment of superannuation scheme:

The establishment of a superannuation scheme or plan is in itself not an issue between the parties as the Commission has always indicated its willingness to do so. Practically the sole question at issue in connection with this matter is the refusal of the Commission to recognize "past service" rendered by the employees when the transportation system was owned and operated by the Ottawa Electric Railway Company. The Commission takes the position that when the system was purchased by the City of Ottawa the City did not

purchase the Company but only the physical assets of the Company. At the time of the purchase no superannuation scheme or plan had ever been set up by the Company. It would appear that representations had in the past been made by the Union to the Company on this subject but it had never been pressed to a conclusion. The Commission takes the position that it is not legally bound to recognize "past service" to the Ottawa Electric Railway Company, and it is contended further that the Commission has no funds on hand out of which such a fund could properly be set up. It would appear that this contention is correct.

On the other hand the men who have given many years of faithful service to the Ottawa Electric Railway Company and to the public of Ottawa and who are faced with permanent lay-offs in the near future are not in a happy position. Whether this matter was considered by the City Council at the time of the purchase has not been disclosed and it has not been shown that the Union made any representations to the Council at that time. It would appear therefore that the responsibility for the present situation does not rest entirely on the shoulders either of the Union or of the Corporation; nevertheless we are of the opinion that it is desirable that in any superannuation plan or scheme which may be established recognition should be given to past service. It is our understanding that the street railway system is owned by the Corporation of the City of Ottawa, but operated by the Commission for the City. If in fact funds or means to provide funds for this purpose are not available to the Commission, it may be that the Corporation of the City of Ottawa might recognize an obligation to these men and provide the necessary funds to finance a superannuation plan. In its request for recognition of past service the Union asks for twenty dollars per year for each completed year of service, but not exceeding twenty years in any case. In view of the fact that the entire responsibility for the present situation does not rest on the Corporation or the Commission, we recommend that in any plan or scheme for superannuation which may be set up recognition be given ten years of past service rendered prior to the date when the Commission purchased the physical assets of the Ottawa Electric Railway Company, namely, August 10, 1948.

Dated at Brampton this 18th day of October, A.D. 1950.

(Sgd.) A. COCHRANE (Judge),
Chairman.

(Sgd.) C. L. DUBIN,
Employees' Nominee.

Minority Report

The 1949 contract between the Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street Electric Railway and Motor Coach Employees representing the men, set out certain specific provisions to govern the relationships which were to obtain between the parties. There may have been some matters not covered by the contract and upon which both parties felt no prescribed course of conduct was required. The method of terminating the contract, however, was not one of these. Section 5 of clause 2 of the Agreement reads:—

This agreement shall be in effect from the 1st day of January, 1949, until the 31st day of December, 1949, and shall continue from year to year thereafter until terminated by either party giving the other two months' notice of termination prior to the 31st day of December, 1949, or any anniversary thereof.

If either of the parties wished to terminate the contract it was bound to follow the rule prescribed in the aforesaid section. Neither party has taken advantage of this clause and I cannot see how it could be said in the result that the contract was terminated. If the clause were obscure there might be some room for doubt as to its meaning. But it is clear and it was not invoked.

It has been suggested that the letter written by the Union on the 31st day of October, 1949, seeking to have amendments made to the Agreement for 1950 was tantamount to a notice of cancellation. This argument might have been of avail to cancel the existing contract if there had been no easily understood method of cancelling.

Moreover it was stated for the Commission at the hearing in the presence of all parties, and not denied by the Union, that at a meeting between the parties shortly after the letter of October 31, 1949, was dispatched, the Union stated to the Commission's representatives that it was not its intention to terminate the agreement.

It is true that in a subsequent letter dated the 14th of December, 1949, the Union argued that it had sought to terminate the agreement by the earlier letter of October 31. This I think was a protest after the event and written to attempt to accomplish indirectly (and too late) what it could so easily and simply have done in time if it had so intended.

To hold, as I do, that no effective notice of termination of the Agreement was given is not to take too technical a view. It is simply to hold that when two parties agree by written contract to observe a simple

rule of conduct, they are both bound to observe that rule or to be bound by the consequences of their failure so to do.

Pensions:

Both parties to the dispute agree that the question of pension rights is open for conciliation for 1950. The Union claims that the Commission should recognize the past service of employees who qualify for a period of twenty years. The Commission is willing to recognize past service for pensions back to August 13, 1948. This was the date upon which the Commission took over the assets of the transportation system and which it is now managing and operating in the City of Ottawa.

The Commissioners, as Trustees for the Corporation of the City of Ottawa, say that in law they cannot provide pensions for their employees based upon services rendered to a former employer. For the Commission it is stressed that in 1948 the physical assets of the Ottawa Electric Railway Company were purchased by the City of Ottawa, the Commission was established and it was directed to manage and operate the assets then bought. There is in evidence before us, and not denied by the Union as authentic, a Notice in the following form dated August 10, 1948.

Ottawa Transportation Commission
Special Notice
to the Employees of the
Ottawa Electric Railway Company

All the present employees of the Ottawa Electric Railway Company desiring to continue their employment with the exception of a few who have been notified by letter, will be re-engaged by the Ottawa Transportation Commission on August 13, 1948, with their present status and seniority.

However, the Ottawa Transportation Commission can accept no responsibility for past service of any employee previous to August 13, 1948.

It is the intention of the Ottawa Transportation Commission to continue for the present the benefits presently enjoyed under The OER Insurance and Benefit Plan.

The Ottawa Transportation Commissioners look forward to receiving from the employees the same loyal and efficient service and co-operation that they have rendered to their former employers.

The Commissioners will in turn endeavour to keep the welfare of the employees before them at all times.

Ottawa Transportation Commission.
Ottawa, August 10, 1948.

Every employee of the Ottawa Electric Railway Company who was hired by the Commission received this notice and

accepted employment with the Commission subject to its terms. I can find no authority in law for the Commission to recognize any pension rights and which would involve an expenditure of money by the Commission, for services except those rendered to the Commission.

The Ottawa Electric Railway Company did not establish a pension scheme for its employees before it sold its physical assets to the City of Ottawa. It was said that the Union had tried many times to have a pension scheme established, but without success. When the negotiations for the purchase by the City were conducted, apparently no consideration was given to the matter. It did not seem to be a factor which influenced the City when the purchase price was determined. The Union apparently did not then bring the matter to the attention of the Civic authorities. Yet it now appears as a potential liability of some \$450,000 for the system and indirectly for the City if the Union demands are met in full. I think it would be too much to ask the Commission alone to assume this responsibility.

For the Union it is urged and particularly on behalf of the older employees, that these men have given a lifetime of service to a transportation system for the citizens of Ottawa. Many of these employees are now reaching the end of their employable time and they have comparatively little security.

While I have trouble trying to convince myself that there is a moral responsibility on the part of the Commission, I think the citizens of Ottawa generally would feel that something should be done to recognize for the employees more past service than the service rendered to August, 1948. At the present time there is a pension fund covering past service for the civic employees including the firemen and the policemen. The pension fund for employees of the street railway system would be in accord with the policy followed for other civic employees and with the trend of such matters today. In the circumstances, however, and taking into account the facts which I have stated above, I would recommend to the Commission that their pension scheme should recognize past service to no more than 10 years prior to January 1, 1951. accepted employment with the Commission. This is approximately 7½ years more than the Commission feels it should go and it is ten years less than the Union demand.

Wage increase:

The Union demand on wages is for a twenty-cent per hour increase across-the-board. Section 14 (b) of the Agreement dated the 6th of December, 1948, between

the Commission and the Union, provides for a cost-of-living bonus to be paid by the Commission based upon the Cost-of-Living Index of the Dominion Bureau of Statistics. The clause states that wages would go up or down depending upon whether or not the Index rose or fell by three points from the Index figure of 166.6. At the time of the hearing the Index had not yet reached the point where Section 14 (b) could be invoked. The effect of the present wage demand is to accelerate the arrangement then made. This fact, in my view, should influence the finding of the Board.

There is another factor which should be considered. The Commission is operating a publicly owned enterprise. The Commissioners carry on as Trustees for the City and so for the citizens of Ottawa. When the budgets are prepared the Commission's plans are fixed for the year. Any extra expenses which arise accordingly, put the Commission that much farther into debt. In this case there is no question of the Commission piling up profits for distribution to shareholders. It may be that the Commission is operating along very conservative financial lines. That may be a form of criticism which is frequently directed at publicly owned utilities, but it is a policy of which taxpayers appear to approve. Practically the only source of revenue which the Commission receives, comes from the fare box. If the Board is to consider a wage increase I think it would be unfair to make it retroactive. The Commission should meet its operating expenses out of current revenue. To make a wage increase retroactive when no surplus is being accumulated for dividends as in the case of a privately owned company, would not in my judgment be equitable. I do not think that either party to this dispute is responsible for any delay in reaching a firm conclusion about a wage increase.

In view of what I have already stated about the failure of the Union to cancel the 1949 contract effectively and for the other reasons set out under this heading, I do not feel I should make any recommendation about the wage increase to become effective before January 1, 1951.

It may not be within the province of this Board to make a recommendation for any year but 1950. However, I think in the interests of the parties it would be helpful if I were to state what I think should take place at January 1, 1951 in the way of a wage increase.

I think sufficient evidence was given at the hearing to indicate that wage levels in the Ottawa area of Ontario are not as high as they are in the more highly industrialized centres like Hamilton, Toronto and

Windsor. The present basic wage for operators in Ottawa is \$1 per hour. In Toronto, I believe it is \$1.24. In Hamilton it is approximately \$1.24. In Windsor it is approximately \$1.27½.

Other systems, though perhaps smaller, in the Ottawa area, pay wages for the same work of from 85 cents to 90 cents. I think it would be fair to suggest to the Commission that a wage increase of 10 cents an hour beginning January 1, 1951, be granted.

Wage differential:

The Union asks for a differential running between 2 and 10 cents an hour for some of its employees. The best evidence given under this heading was by Maurice Goulet who is a welder. Other evidence on the differential was not satisfactory and I do not think it sufficient to enable the Board to make a reasonable finding. It was stated before the Board that the question of the differential was raised at the last meeting held by the parties and was not properly discussed. I believe the Board would be justified and would be doing both sides a service, by recommending that the parties themselves adjust the differential. If after further meetings they both find they cannot agree, the question could be submitted to us again. My view, however, is that the differential can be settled amicably. The Commission has taken the initiative before, in this.

Vacation with pay:

Under the present agreement the Commission provides holidays with pay as follows:—

- 6 days after 1 year
- 7 days after 2 years
- 8 days after 3 years
- 9 days after 4 years
- 10 days after 5 years.

The Union has requested two weeks' holidays with pay after 1 year of service. The Commission is willing to meet the Union's demand as follows:—

- After 1 year 7 days holidays with 6 days' pay.
- After 3 years 10 days holidays with 9 days' pay.
- After 5 years 14 days holidays with 12 days' pay.

The history of this question indicates that the Commission has been liberalizing its approach every year. I believe the Commission will continue to improve the holiday position as time goes on. Accordingly I would recommend for acceptance the new holiday schedule as proposed by the Commission.

(Sgd.) JOHN J. CONNOLLY.

October 12, 1950.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining

Coal Mining

CAPE BRETON AND SPRINGHILL, N.S.—DOMINION COAL COMPANY LIMITED AND CUMBERLAND RAILWAY AND COAL COMPANY AND UNITED MINE WORKERS OF AMERICA, DISTRICT 26.

Agreements to be in effect from February 1, 1950, to January 31, 1952, and from year to year thereafter, subject to notice. The company recognizes the mine committee in the discharge of their duties as provided for in the agreement which applies to all union members and to all eligible to membership in the union.

Check-off: the company agrees to deduct from the pay of all union members all dues, fines and initiation fees, and also assessments and levies for strictly union purposes. The maximum amount to be so deducted in any one month shall not exceed \$5.

Hours: 8 per day, in machine shops $8\frac{1}{2}$ per day. If necessary, surface workers may be required to work $\frac{1}{2}$ hour longer to facilitate their own work or the work of the next shift or day. **Overtime:** Collieries: surface—machinists, mechanics, carpenters, blacksmiths, electricians, shaftsmen (No. 2 colliery), masons (No. 4 colliery), will be paid time and one-half for overtime and double time for Sundays and statutory holidays; underground—workers will be paid only for the actual time worked after the regular shift or on Sundays and legal holidays, except that rope splicers who work less than 4 hours overtime will be paid a half shift and those who work over 4 hours will be paid a full shift. Machine shops, construction and property department, outside mechanical and electrical departments, splint crushing plant and stone dump—time and one-half for overtime and double time for Sundays and legal holidays will be paid to all classes of labour. Central power plant—machinists, masons and electricians will be paid time and one-half for overtime, double time for Sundays and legal holidays. International and Louisburg piers—carpenters, machinists, blacksmiths and electricians time and one-half for overtime, double time for Sundays and legal holidays; all other employees will be paid for the actual time worked after regular hours or on Sundays

and legal holidays. Warehouse department—employees will be paid for actual time worked. Cumberland Railway and Coal Company: Surface—time and one-half for overtime, double time for Sundays and straight time for legal holidays will be paid to mechanics, machinists, blacksmiths, plumbers, boilermakers, carpenters, masons, electricians and helpers; underground—time and one-half for Sundays, actual time worked for overtime and for work on legal holidays.

Vacation with pay will be granted to employees covered by the agreement in accordance with the Supplementary Finding and Directions of the National War Labour Board, dated January 20, 1944, as modified by later negotiations.

Wage rates for certain classes: the agreements contain schedules of mining rates for the various collieries showing the rates per ton of coal mined, rates for timbering, pushing, etc. Where daily rates are given they are as follows: underground workers—labourers, drivers, pit stablemen \$8.14; pickmen \$8.24 and \$8.41; bratticemen, chock builders, chock drawers' helpers \$8.24; roller men \$8.26, dispatchers \$8.61, pipemen \$8.70, rope splicers \$8.95, chock drawers \$9.25; mechanized mining rates—joy loader operators, cutting machine operators \$11.90; borers, operators of duckbills, Eimco machines or other types of loaders \$11.40; mechanics and electricians with loading units \$9.55; others employed at face with loading unit \$9.25; shops, per hour—machinists, blacksmiths, boiler makers, moulders \$1.198 and \$1.27; patternmakers, wood workers, brass moulders \$1.27; carpenters, painters, iron melters \$1.215; welders \$1.191 to \$1.327, tinsmiths \$1.215 and \$1.27, drillers \$1.125 and \$1.27, helpers \$1.08 and \$1.125; apprentices to start at \$5.92 per day, increased by 43 cents per day each 6 months for 4 years; electrical department, per hour—electricians and linemen \$1.198 and \$1.276, helpers \$1.086, labourers \$1.018, boys under 17 years .876, boys over 17 years .911. Surface workers—tally boys \$7.04; labourers, teamsters, pickmen, screen men \$8.14; tippie men \$8.14 and \$8.24; car shunters and trimmers \$8.29, washhouse and boiler tenders \$8.53, carpenters \$8.64 and \$8.69, electricians \$8.69; blacksmiths \$8.69 and \$8.83, helpers \$8.53; colliery mechanics \$8.69 and \$8.95, colliery machinists \$10.16, acetylene welder \$9.53, hoisting enginemen \$8.60 to \$9.75, stokers \$8.70. The above rates are the same as in previous agreement.

Provision is made for the election of *checkweighmen* and for *grievance procedure*.

Metal Mining

KIMBERLEY AND CHAPMAN CAMP, B.C.—THE CONSOLIDATED MINING AND SMELTING COMPANY OF CANADA LIMITED AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 651.

Agreement to be in effect from June 1, 1950 to May 31, 1951, and thereafter unless

2 months' notice is given by one party to the other. The agreement is similar to the one between the Consolidated Mining and Smelting Company of Canada Ltd., Trail, B.C., and the International Union of Mine, Mill and Smelter Workers, Local 480, summarized in the *LABOUR GAZETTE*, October, 1950, p. 1674, with the following classifications and the corresponding basic wage rates added: barman \$1.59, miner (raise or shaft) \$1.43, miner (drift or stope) \$1.39, timberman \$1.39. Basic wage rates are in all cases 6 cents per hour over the previous rates.

Manufacturing

Animal Foods

CHARLOTTETOWN, P.E.I., MONTREAL AND HULL, QUE., TORONTO AND PETERBOROUGH, ONTARIO, WINNIPEG, MAN., EDMONTON, ALTA., AND VANCOUVER, B.C.—CANADA PACKERS LIMITED AND THE UNITED PACKINGHOUSE WORKERS OF AMERICA, LOCALS 282, 357, 314, 114, 210, 216, 243 AND 162 RESPECTIVELY.

Agreement to be in effect from August 21, 1950, to August 1, 1952. Notice to terminate or to amend may be given before June 1, 1952. During the period of negotiations the agreement shall remain in force. The company recognizes the union as the exclusive bargaining agency for all eligible employees in the above plants.

Union security: any employee who is now or who later becomes a member of the union in good standing shall, as a condition of employment, maintain such membership during the term of the agreement. *Check-off:* the company agrees to deduct union dues monthly from the pay of employees who so authorize and to remit same to the union. Such authorization may be revoked at any time. New employees shall, as a condition of employment, pay dues to the union during the term of the agreement, beginning with the second monthly check-off date after employment. Between July 17 and August 1, 1952 (both dates inclusive), an employee may resign from membership in the union and/or cancel his authorization to deduct dues and his employment shall not thereby be affected. There shall be no discrimination, coercion or intimidation because of membership or non-membership in the union.

Hours of work shall not exceed 8½ per day and 42 per week, except at Montreal and Hull where it is 9 per day and 44 per week (a reduction of 2 hours per week in all plants from previous agreement). The union agrees that it may at times be necessary to exceed or to reduce these basic hours. In consideration of the foregoing the company agrees to guarantee a minimum work week of 36 hours (at Montreal and Hull 36½ hours) at regular rates of pay, subject to certain specified conditions. *Overtime:* hourly-paid employees will be paid time and one-half for all hours worked in excess of the hours prescribed for the day, double time for work on Sunday or the alternative day off and double time and one-half for work on 8 paid holidays (previously double time). Shift employees working on a paid holiday may elect to receive either double time and one-half or the regular rate and another day off with pay. Weekly-paid employees shall receive compensating time off with pay for work in excess of their weekly or daily schedule of hours.

Rest periods of 10 minutes each during morning and afternoon shifts will be granted, provided the working time of the shift exceeds 2½ hours.

Vacations with pay: one fifty-second of one week for every week's service for employees with less than one year's service, one week after one year's service, 2 weeks after 5 years' service and 3 weeks after 15 years' service (formerly only female employees were granted 3 weeks after 15 years, males after 20 years).

Wages: effective August 2, 1950, present hourly rates shall be increased by 7.4 per cent. Rates of weekly paid men shall be increased by \$2.50 and of weekly-paid women by \$2 weekly. After August 1, 1951, a further increase of 3 cents per hour will be granted. In addition, employees shall be given a *cost-of-living allowance*, which is to be adjusted every 3 months. The amount shall be determined in accordance with the latest cost-of-living index figure published by the Dominion Bureau of Statistics before the beginning of each 3-months period: for each 1.3 points change in the index above 167.5, a 1-cent adjustment upwards or downwards shall be made in the cost-of-living allowance. However, in no event will a decline in the index below 167.5 provide the basis for a reduction in the wage scale.

Night premium: the company agrees to pay a premium of 5 cents per hour for work performed between 6 p.m. and 6 a.m. In Winnipeg and Edmonton a premium of 5 cents per hour will be paid to all employees working on shifts beginning between 3 p.m. and 3 a.m.

The sick pay and welfare plan as amended will remain in effect for the term of the agreement.

Provision is made for *seniority rights and grievance procedure*.

Textiles and Clothing

TORONTO, ONTARIO.—THE ASSOCIATION OF MILLINERY MANUFACTURERS AND THE UNITED HATTERS, CAP AND MILLINERY WORKERS' INTERNATIONAL UNION, LOCAL 46.

Agreement to be in effect from February 15, 1950, to February 15, 1952. In the event of a serious change in circumstances affecting the welfare of either party during the existence of this agreement, either party may demand that a general conference be held for the purpose of discussing and dealing with any demands with respect to such changes in condition.

Union security: every employer signatory to this agreement shall maintain a union shop during the existence of the agreement. The union agrees to supply to the employers any additional skilled workers in the classifications covered by this agreement. Should the union be unable to do so within 3 days of receiving a request, the employers may obtain such workers on the open market, but the latter shall become members of the union.

Check-off: the employers agree to the irrevocable check-off of union dues and assessments of all union members in their employ.

Hours: 8 per day Monday through Friday, a 40-hour week. In dull periods when there is not sufficient work for all employees, foremen, foreladies, etc. shall refrain from doing any work in the classifications covered by the agreement; the available work shall be

divided as equally as possible amongst all the employees of a particular classification. *Overtime* shall not be worked except for a period of 4 to 6 weeks in the spring, before Easter, and 4 weeks in the fall. The overtime shall consist of not more than 10 hours per week, 2 hours per day, except in the case of female employees whose hours are subject to the provisions of the "Factory, Shop and Office Buildings Act of 1932". Overtime shall be paid for at the rate of time and one-half.

Statutory holidays: workers who have been employed in the millinery industry for at least 3 months and who have been with their present employer for one month shall be granted 4 specified *paid holidays*. No work shall be performed on Labour Day. Employees shall have the right to absent themselves from work on May 1, but without pay.

Vacations with pay: 1½ weeks in 1950 and 2 weeks in 1951, provided workers have been with their present employers at the vacation time a minimum period of 8 months; otherwise they will be paid at the rate of 2 per cent of their earnings from the time of their employment.

Minimum weekly wage rates: hand blockers \$57.96, blockers \$53.55; cutters, straw operators, fabric operators \$52.29; drapers \$37.20, trimmer-drapers \$32.40, trimmers \$29.50. The above rates are from \$2 to \$2.76 higher than the previous rates.

Industrial Standards Act: both parties having agreed to apply immediately for a conference to establish a schedule to operate in the industry in Ontario will invalidate certain clauses of this agreement and will impose conditions that are not set out in this agreement. However, conditions of employment, working hours, and rates of pay as set out by the schedule under the Industrial Standards Act and by this agreement are not to be conflicting.

Provision is made for the *settling of disputes*.

Printing and Publishing

TORONTO, ONT.—THE EMPLOYING PHOTO-ENGRAVERS ASSOCIATION OF TORONTO AND INTERNATIONAL PHOTO-ENGRAVERS UNION OF NORTH AMERICA, LOCAL 35.

Agreement to be in effect from May 1, 1950, to April 30, 1952, and thereafter from year to year, subject to 60 days' notice.

Union security: none but members of the union in good standing shall be employed to do any work which comes under the jurisdiction of the union. This provision includes superintendents and foremen. No employee shall be required to handle any work which has not been executed in its entirety by members of the union or which emanates from an establishment engaged or assisting in a strike or lockout involving the union. The union agrees to furnish the necessary skilled and competent workmen; if it fails to do so within 10 days of a request the employer shall have the right to employ other workmen. Such workmen shall make application to become members of the union within 30 days. No individual employment contracts conflicting with this agreement shall be entered into unless consented to by both parties.

Check-off: a payroll deduction shall be made by the employer from each member's wages and remitted monthly to the union for

"Special Assessment Fund" purposes. (One specified employer is exempted from this provision.)

Hours: 7½ per day for day shift, 7 for first and 6¾ for second night shift, 37½, 35 and 33¾ hours, respectively, per week. After starting for the day or night no employee shall receive less than a full day's or night's pay. *Overtime:* time and one-half for the first 3 hours of work in excess of the above hours, double time thereafter and for work on Saturdays and Sundays, triple time for work on 8 specified *paid holidays*. No journeymen shall be permitted to work more than 8 hours overtime in any one week when competent unemployed men are available.

Vacations with pay: two weeks after one year's service; employees with less than one year's service shall be entitled to one day for each 23 days worked during the previous year.

Minimum weekly wage rates: for day journeymen \$90, for night journeymen on first night shift \$95, on second night or "lobster" shift \$100 for the first year of the agreement (an increase of \$5 over the previous rates). For the second year of the agreement the above rates shall be increased by \$3 per week. All foremen shall receive not less than \$5 per week over the journeyman rate of wages. Apprentices shall be paid 30 per cent of journeymen's rate for first 6 months, 35 per cent for second 6 months and so on to 90 per cent for twelfth 6 months.

Apprentices: the number of apprentices to be allowed shall be based on the number of journeymen regularly employed on a full time basis for a period of not less than 3 months, at the ratio of one apprentice to each 8 journeymen.

All engravings shall be stamped with the union label. All negatives and positives to be transferred to other establishments for completion shall bear the union label.

This agreement shall be extended to provide for work on Saturdays but employees shall be engaged only on work for 2 specified companies and the production of plates for Federal and Provincial Governments of an emergency character and necessitating work on Saturdays.

Provision is made for the *settling of disputes*.

TORONTO, ONT.—ROTO-GRAVURE EMPLOYERS AND INTERNATIONAL PHOTO-ENGRAVERS UNION OF NORTH AMERICA, LOCAL 35.

Agreement to be in effect from May 1, 1950, to April 30, 1952, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one between the Employing Photo-Engravers Association of Toronto and the International Photo-Engravers Union of North America, summarized above, with the following difference:—

Minimum weekly wage rates: for day journeymen \$95, for night journeymen on first night shift \$100, on second night or "lobster" shift \$105 (an increase of \$6 over the previous rates). For the second year of the agreement the above rates shall be increased by \$3 per week.

Wood Products

NEWMARKET AND HOLLAND LANDING, ONT.

—THE OFFICE SPECIALTY MANUFACTURING COMPANY LIMITED AND INTERNATIONAL WOODWORKERS OF AMERICA.

Agreement to be in effect from April 1, 1950, to March 31, 1951, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. No employee shall be discriminated against, coerced, restrained or influenced on account of membership or non-membership, activity or lack of activity in any labour organization.

Hours: 9 per day Monday through Friday, a 45-hour week. *Overtime:* time and one-half shall be paid for work in excess of the above hours and for work on 3 specified holidays, double time for work on 5 specified *paid holidays* (except in the case of engineers, firemen and watchmen). All employees shall receive a *rest period* of 10 minutes' duration in the forenoon and 5 minutes' duration in the afternoon.

Vacations with pay: one week for all employees; those with one year's seniority shall receive pay equal to 2 per cent and those with 5 years' seniority pay equal to 4 per cent of their earnings during the preceding 12 months. It is the policy of the company to close the plant during the first week of July and employees with less than 12 months' service shall receive as vacation pay an amount equal to 2 per cent of their earnings during their employment. In the case of absence without adequate excuse in excess of one working day in each month, the excess will be deducted from the employees' vacation.

Wage rates in effect March 30, 1950, are increased by 5 cents per hour for all adult male employees and 4 cents per hour for all female employees. Piece work rates will be adjusted to reflect these increases. The following are hourly rates for certain classes applicable to the Newmarket plant: Wood division—sticker, tenoner double end, shapers, band saw, dado saw, trim saw, rip saw 93 cents to \$1.05; shapers, dado saw, rip saw, operate only 75 to 89 cents; re-saw, swing saw, dovetail, mortising 85 cents to \$1; automatic rip saw, buzz planer-jointer 85 to 95 cents; boring machine, hand clamps, framing 75 to 90 cents; crating saws, chair bender 80 to 90 cents; cabinet makers 85 cents to \$1.05; finishing 75 cents to \$1.05. Metal division—tool makers \$1.06 to \$1.25, tool maker improver 95 cents to \$1.05, machinist 80 to 95 cents; heavy presses and power brakes 75 cents to \$1.05; punch press 80 cents to \$1; turret lathe 85 cents to \$1, operate only 75 to 85 cents; case makers 95 cents to \$1.05, welders 75 cents to \$1.05, upholsterers 75 to 95 cents, tool grinder 90 cents to \$1, layout 95 cents to \$1.07, die setter 95 cents to \$1.14, grinding, plater 75 to 90 cents; filing, riveting and drilling 75 to 85 cents. Service—stock room employee, crater and packer 75 to 95 cents; watchmen 75 to 87 cents, plumber 95 cents to \$1.08. Paper department—paper cutter 75 to 95 cents; pressmen 95 cents to \$1.11, operate only 75 to 95 cents; ruler 85 cents to \$1. All departments—general labour, adult males 75 to 85 cents, boys (under 19 years) 55 to 75 cents, females 45 to 68 cents; minimum hiring rates for new employees—adult males 70 cents, boys 50 cents, females 40 cents.

Provision is made for *seniority rights* and *grievance procedure*.

Metal Products

BRANTFORD, ONT.—THE COCKSHUTT PLOW CO., LIMITED AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 458.

Agreement to be in effect from June 7, 1950, to June 7, 1951, and thereafter from year to year, subject to notice. The company recognizes the union as the bargaining agency of its employees in respect to all working conditions. No discrimination, interference, restraint or coercion will be exercised or practised by the company because of an employee's membership in, or connection with, the union.

Check-off: the "Rand Formula" is part of the agreement.

Hours: 8 per day 5 days a week, a 40-hour week. Where 3 shifts of 8 hours each are worked males will be entitled to 20 minutes for lunch and females to 30 minutes, both with pay. *Overtime:* time and one-half shall be paid for work in excess of the above hours and for work on Sundays (except where part of regular shift) and 8 specified *paid holidays*. Where an employee is required to work 7 continuous days of any calendar week, he or she shall be paid at the rate of time and one-half for the seventh day.

Rest periods and wash-up time: employees (except shift workers where 3 shifts are worked) shall be allowed a rest period of 10 minutes each half shift. The company will also allow a 5-minute period for the purpose of washing up immediately prior to the end of each half shift.

Vacations with pay: one week after one year's service, 2 weeks after 5 years' service and 3 weeks after 25 years' service (the last provision is a new one). Employees with between 3 and 12 months' service shall be entitled to 2 per cent of their earnings during the first 11 pay periods of the current calendar year (employees are paid bi-weekly). All vacation pay shall be subject to deductions on a *pro rata* basis for any unauthorized absence from work in excess of one day per month.

Shift bonus: any person employed on night shifts shall receive a bonus of 5 cents per hour for each hour worked between 7 p.m. and 7 a.m.

Welfare plan: the company will set aside an additional one cent per hour for the purpose of increasing welfare benefits for the employees. The 2 parties shall agree on the details of the increased welfare benefits.

Pensions: the company will commence paying 5 cents per hour into a trust fund in the hands of a trust company, selected by the company for a non-contributory plan effective from the commencement of the new collective agreement. Details of any pension plan are to be mutually worked out and agreed to by the actuaries of the company and the union.

Provision is made for the continuance of a *Health and Safety Committee*, and for *seniority rights* and *grievance procedure*.

Non-metallic Minerals, Chemicals, Etc.

ST. MARY'S, ONT.—ST. MARY'S CEMENT COMPANY LIMITED AND THE AMALGAMATED BUILDING AND CONSTRUCTION WORKERS OF CANADA, LOCAL 15.

Agreement to be in effect from August 1, 1950, to July 31, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., Jan., 1950, p. 74) with the following changes and additions:—

Statutory holidays: the agreement provides for 5 specified *paid holidays* and two holidays without pay (previous agreement provided for 5 holidays without pay), with the understanding that the union will make no further request to the company for additional holidays or for changes or amendments to the paragraph regarding statutory holidays for a period of 5 full years. Work on the paid holidays will be paid for at double time and on the other 2 holidays at time and one-half.

Vacations with pay: effective September 1, 1950, employees with 25 years' continuous service will be granted an additional week, making it 3 weeks in all; 2 weeks of the vacation may be taken between December 1 and the following March 31 and the third week between April 1 and November 30.

Pension plan: all employees who are eligible for the pension plan and who have joined the company's working force on or after May 31, 1944, will join and participate in the company sponsored pension plan as a condition of employment.

Hourly wage rates are increased by 5 cents. A provision that there will be no increase in the cost-of-living bonus if the index rises above 169 has been added.

Construction

TORONTO, ONT.—CERTAIN ELECTRICAL CONTRACTING FIRMS AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 353.

Agreement to be in effect from June 1, 1950, to May 31, 1951, and thereafter from year to year, subject to notice. The companies agree not to employ anyone on electrical construction work who is not a member of the union. No member of the union shall be permitted to work at electrical construction work for anyone who is not a party of the agreement. The union shall not sign this agreement with anyone other than a party whose business is recognized as electrical construction work.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** double time for all overtime, including work on Saturdays, Sundays and 8 specified holidays. Where 2 or 3 shifts are employed those other than the day shift shall receive 8 hours' pay for 7 hours' work. When work cannot be done during the day such work may be done as a straight night shift of not more than 7 hours with pay for 8 at straight time. A minimum of 6 hours with 7 hours' pay shall be considered a shift. No employee shall be permitted to work on more than one shift in 24 hours unless overtime rate is paid.

Vacation pay of 4 per cent of wages shall be given employees in order to allow 2 weeks' vacation with pay.

Wage rates: for journeymen electricians \$1.80 per hour from June 1, 1950, to June 30,

1951 (an increase of 5 cents per hour over previous rates), and \$1.85 thereafter; for apprentices during second half of first year 30 per cent of journeymen's rates, during second year 40 per cent, during third year 50 per cent and during fourth year 70 per cent.

Apprentices: one apprentice may be employed by each employer and, in addition thereto, one apprentice for every 3 journeymen in a shop.

Transportation: men requested to travel out of the Toronto Zone shall have their transportation cost paid by the employer and also receive travelling time to and from the job. Employees on these out-of-town jobs shall conform to building trades agreement in the district.

VANCOUVER AND NEW WESTMINSTER, B.C.—THE GENERAL CONTRACTORS ASSOCIATION OF VANCOUVER, B.C., AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCALS 452 AND 1251.

Agreement to be in effect from May 1, 1950, to March 31, 1951, and from year to year thereafter, subject to 60 days' notice.

Union security: only competent union journeymen shall be hired; if they are not available the contractor may obtain carpenters elsewhere but they must join the union within 30 days or be replaced by competent union tradesmen when available.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half shall be paid for the first 4 hours in excess of the regular hours until a break of 8 hours occurs, double time thereafter and for work on Saturdays, Sundays and 8 specified holidays. No work shall be performed on Labour Day. Additional shifts, when required and continued for 3 consecutive nights, and shifts starting after 4 p.m. on jobs in occupied buildings where work must be done after regular working hours shall be paid 8 hours' pay for 7 hours' work.

Vacation pay will be provided as required by Provincial law.

Hourly wage rates: for journeymen carpenters \$1.68; foremen in charge of work shall be paid not less than \$1.60 per day over the journeyman's rate.

Transportation: all workmen on out-of-town jobs shall receive transportation to and from the job. Meals and travelling time up to 8 hours in any 24-hour period will be paid for.

Should men be asked to work in districts under the jurisdiction of other locals of the United Brotherhood of Carpenters and Joiners of America they shall be paid the wage and adhere to the conditions applicable in the district in which the local union has jurisdiction.

Apprentices shall be employed in accordance with the provisions of the British Columbia Apprenticeship Act.

Provision is made for *grievance procedure*.

Transportation

Water Transport

ST. JOHN'S, Nfld.—NEWFOUNDLAND EMPLOYERS' ASSOCIATION LIMITED AND THE LONGSHOREMEN'S PROTECTIVE UNION.

Agreement to be in effect from May 1, 1950, to April 30, 1951, and thereafter from

year to year, subject to 60 days' notice. During the currency of this agreement no new working conditions shall be introduced by either party.

Union security: all employers shall employ members of the union. If sufficient members are not available non-union help may be employed at union rates of pay. No union member shall be required to perform work which involves the processing, handling, or transportation of any goods which have been shipped from any premises where there is a dispute between such shipper and any union performing longshore work.

Hours of work shall be: day—9 a.m. to 6 p.m., early night period—7 p.m. to 11 p.m., late night period—midnight to 8 a.m.; meal hours—8 a.m. to 9 a.m., 1 p.m. to 2 p.m., 6 p.m. to 7 p.m., 11 p.m. to midnight. Men working through the night may carry on to midnight if they so desire. Should men be required to work beyond the regular meal hour they shall be paid meal hour rates. Men required to work after midnight shall be entitled to a short lunch period with pay if work extends beyond 4 a.m. or to one-half hours' pay at the appropriate rate. A man who has worked continuously for 20 hours must not continue his employment or be re-employed until he has had at least 8 hours rest.

Union holidays: there shall be 9 specified union holidays; on 4 of them no work shall be performed except the handling of mail and luggage, maintenance work on cold storage plants, and in cases of emergency: if work is undertaken the following rates of pay shall apply: loading or discharging cargo—Sunday rates; work in connection with cold storage and fish wharf operations—meal hour rates. On the other 5 holidays work may be undertaken at meal hour rates. On Christmas Eve no work shall be performed after 11 p.m.; work between 6 p.m. and 11 p.m. shall be paid for at Sunday rates.

Hourly rates of wages for (1) day; (2) early night; (3) late night; (4) meal hours, union holidays, Saturday night and (5) Sunday work, respectively: Steamship—general and salt cargoes \$1.20, \$1.43, \$1.95, \$1.95, \$2.40; cement, coal, sand \$1.28, \$1.51, \$2.03, \$2.03, \$2.56; Welsh steam coal and slag, coal storage on ships \$1.38, \$1.61, \$2.13, \$2.13, \$2.76; anthracite coal \$1.40, \$1.63, \$2.15, \$2.15, \$2.80; ammunition \$1.80, \$2.26, \$2.72, \$2.72, \$3.60; general labour about premises 81 cents, 92 cents, \$1.17, \$1.68, \$1.68. Fish wharf—barrowing and packing 91 cents, \$1.02, \$1.27, \$1.71, \$1.71; labour in oil freezers and cleaning oil tanks 85 cents, 95 cents, \$1.20, \$1.69, \$1.69; general labour about premises 81 cents, 92 cents, \$1.17, \$1.68, \$1.68. Seal—cleaning seal oil tanks 85 cents, 95 cents, \$1.20, \$1.69, \$1.69; packing skins, scrapping and piling skins, salting and piling skins, drumming skins after manufacturing period

88 cents, 99 cents, \$1.24, \$1.70, \$1.70; all factory work, wheeling to elevator or drop, drumming skins during manufacturing period 95 cents, \$1.06, \$1.31, \$1.72, \$1.72; cleaning steamer after voyage \$1.20, \$1.43, \$1.95, \$1.95, \$1.95; drawing and shipping oil and other labour about premises 81 cents, 92 cents, \$1.17, \$1.68, \$1.68. Special rates on certain cargoes: asphalt and tar (in barrels) when in damaged condition 30 cents per hour over general cargo rates; fertilizer, creosote sticks, cow hides (in bundles) 10 cents per hour over general cargo rates; lime, talc, plaster, charcoal, and powdery commodities (in brin or paper containers) 7 cents per hour over general cargo rates; men engaged in cleaning boats after discharge of cattle shall be paid 25 cents per hour over general cargo rates; men working cargoes of cement wherein substantial breakage of paper packages has occurred shall be paid 30 cents per hour over cement rates. Waiting time shall be paid for at the full rate for the first hour and at half rate for each subsequent hour.

The number of men per gang is specified.

Provision is made for settlement of disputes.

Conditions applying to cold storage operations only:

The Newfoundland Employers' Association shall deal with a separate committee of the Longshoremen's Union, appointed especially to deal with the working conditions for cold storage workers, with certain exceptions.

Hours: 8 per day 6 days a week, a 48-hour week. *Overtime:* any work performed other than during regular hours of work shall constitute overtime and shall be paid for at standard overtime rates. When the receipt of produce does not warrant starting work until 2 p.m., and before 5 p.m., work will go on until not later than midnight and is to be payable at ordinary rates until 6 p.m. and standard overtime rates after 6 p.m. where a minimum wage for a 48-hour week is not guaranteed; where a guarantee is made such work shall constitute part of the 8-hour day guaranteed period. The decision whether employees shall work under the guaranteed 48-hour week, or not shall be left to them when employed. The rate of pay for the guaranteed 48-hour week shall be \$42.70 for men and \$24.25 for women.

Hourly wage rates for (1) day; (2) early night; (3) late night and (4) meal hours, Saturday night and Sunday work, respectively: casual labour around plant 81 cents, 92 cents, \$1.17, \$1.68; casual labour in plant, filleters and skimmers 85 cents, 95 cents, \$1.20, \$1.69; wheeling fresh fish into plant, checkers and weighers 91 cents, \$1.02, \$1.27, \$1.71; women 47, 52, 85 and 85 cents. Any work performed above the 8 hours per day to be paid at the ordinary rates normally applying to the time of such work.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* includes the amendment of eight agreements. These include, in addition to those summarized below, the amendment of the agreement for barbers and hairdressers at Rouyn and Noranda published in the *Quebec Official Gazette* issue of September 30.

A request for the amendment of the agreement for the building trades at St. Jérôme was gazetted September 23. Requests for the amendment of the agreements for retail stores at Granby, for the building trades at St. Hyacinthe and for barbers and hairdressers at Chicoutimi were published in the issue of September 30, and requests for the amendment of the agreements for barbers and hairdressers at Victoriaville, and at Quebec, and for the ornamental iron and bronze industry at Montreal were gazetted October 7.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties.

Mining

Non-ferrous Smelting and Quarrying

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.

See below under "Manufacturing: Non-metallic Minerals, Chemicals, etc."

Manufacturing

Vegetable and Animal Food Products

FOOD PRODUCTS MANUFACTURING AND WHOLESALE FOOD TRADE, QUEBEC.

An Order in Council, dated September 20, and gazetted September 30, amends the previous Orders in Council for this industry (L.G., July, 1946, p. 930; Aug., p. 1094; Dec., p. 1774; Dec., 1947, p. 1804; Oct., 1948, p. 1128; June, 1950, p. 872, and previous issues). This agreement as amended is to remain in force until May 1, 1951, and thereafter from year to year, subject to notice.

Hours remain unchanged from those which were formerly in effect and summarized in the *LABOUR GAZETTE* issue of June, 1950, p. 872, with the exception of the following: stationary enginemen and firemen, other than first class enginemen (except those employed in packing houses and mashers or "supplements" makers), shall work a regular week of 56 hours, when there are 2 or more shifts, distributed over 7 days per week. However, a weekly holiday shall be given to all the above employees, and it shall fall on Sunday, in rotation.

Overtime: stationary enginemen and firemen, other than first class enginemen (in all establishments except packing houses), are entitled to an overpremium of 5 cents per hour, when such employees work a 56-hour week. All work in such cases performed in

excess of 56 hours per week is payable at time and one-half. (Other overtime provisions remain unchanged.)

Minimum weekly and hourly wage rates in zone 1 to be in effect from the first complete week of June, 1950: slaughterer and boner \$35.50; butcher and boner, pork-butcher, dry-curer (certificated) \$41; apprentice (butcher-boner, pork-butcher and dry-curer) from \$22 during the first 6 months to \$36 during and after the third year; feeding meat cook and presser \$37.50; stationary enginemen (chief) \$47 and \$62; egg grader, from \$28 in the first year to \$36 in the fifth year and thereafter; sales clerks from \$24 during the first year to \$37 during and after the fourth year; butter and cheese conditioner \$38; truck driver \$35.50; butter cutter \$30; butter wrapper and packer \$25; night watchmen (weekly minimum) \$27 or 50 cents per hour; junior employee (not handling heavy merchandise) \$20; general hand (male), not in packing houses or food products factories (under 17 years of age), \$22 during the first 3 months to \$25 after 3 months of service; (17 years of age) \$27; (18 years of age) \$30; (19 years of age and over) \$33.50; general hands (male) in packing houses \$36; order employee (receiving clerk) \$35.50; miller or mixer operator \$37.50; warehouse female, personnel outside the office staff (excepting packing-houses and food products factories) from \$18 for less than 2 months of service to \$21 for one year or more of service; warehouse female personnel (excluding office staff) in packing houses from \$18 for less than 2 months' service to \$23 during and after the third year; accountant \$43; assistant-accountant \$40.50; accountant-cashier \$38.50; junior clerk \$15; office messenger \$17; office female staff (excepting stenographers) from \$17 during the first year to \$23 in the third year and thereafter; stenographer-typist from \$20 in the first year to \$26 during and after the third year; bookkeeper or office clerk from \$20 during the first year to \$37 during and after the eighth year.

Minimum hourly rates: enginemen 74 and 89 cents; firemen and enginemen's helper 64 cents; carpenter-joiner 83 cents; truck driver for food products factories 74 cents; confectioner 78 cents, assistant 72 cents;

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

shipper in food products factories 76 cents; general hand (male) in food products factories from 62 cents for less than one year of service to 69 cents for one year or more of service; occasional hand, male (from June 1 to October 1) 59 cents; common labourers, male and female furnace firemen 60 cents; millwright 78 cents; warehouse female personnel (excluding office staff) in food products factories from 38 cents per hour for less than one year of service to 44 cents for one year of service or more; occasional hand, female (June 1 to October 1) 42 cents; roaster 76 cents; warehouse occasional hand (male), 75 cents; (female) 42 cents; cooper 83 cents, apprentice cooper from 40 cents in the first year to 70 cents in the third year; office occasional hand 65 cents per hour. Minimum wage rates for foremen, departmental managers and their assistants, and for administrative office personnel are also included in this amendment. *Minimum weekly and hourly rates in zone II* are 10 per cent less than those shown above in zone I; *in zone III*, in the majority of instances, the rates are 15 per cent less than those shown for zone I. (Wage rates shown above remain unchanged from those which were formerly in effect.)

Cost-of-living bonus in zone I only: to compensate for the increase in the cost-of-living index from June 1, 1949 to June 1, 1950, which equals 4 points (160-164) based on the Dominion cost-of-living index, all employers, effective from the pay day for the first complete week in the month of June, 1950, shall add to the minimum wages shown above a basic weekly stabilizing cost-of-living bonus of \$1.40 per week for employees on a weekly basis or 3 cents per hour for employees on an hourly basis, which is computed on the basis of 35 cents per point per week. For each point or fraction thereof equal to or in excess of one-half point of rise or fall in the cost-of-living index the stabilizing bonus mentioned above will be increased or decreased by 35 cents per point per week for weekly rated employees. Readjustments will take place after each 3 months. Any downward revision in the stabilizing cost-of-living bonus because of a similar trend in the cost-of-living index will never exceed the amount of the stabilizing indemnity. *Commercial salesmen, etc.*, governed by Part 2 of this agreement will also benefit by the above cost-of-living regulations.

Metal Products

MECHANICAL CONSTRUCTION AND REPAIR INDUSTRY, QUEBEC DISTRICT.

An Order in Council, dated October 4, and gazetted October 14, amends the previous Orders in Council for this industry (L.G., Nov., 1948, p. 1247; Jan., 1949, p. 67; Oct., p. 1247; Jan., 1950, p. 77) by substituting the name of "L'Association patronale de la Metallurgie" for the name "L'Association professionnelle des Industriels, Regionale de Québec" as contracting party of the first part.

Non-metallic Minerals, Chemicals, Etc.

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated October 4, and gazetted October 14, amends the previous Orders in Council for Part III of this agreement which governs the *marble industry* (L.G., June, 1950, p. 872, Aug., p. 1185).

Minimum hourly wage rates: this amendment provides for a general increase of 6 cents per hour over those rates formerly in effect to all employees engaged in the marble industry with the exception of helpers and labourers, and watchmen whose rates remain unchanged. The new rates are: hand cutter \$1.38, carborundum machine operator, terrazzo caster \$1.32; machine cutter, hand and machine polisher, compressorman, saw setter, bed rubber face, bed rubber end, craneman \$1.16; sawymen on gang saws \$1.01 during the first 3 months, thereafter \$1.16. The rates for apprentices to the above trades are also published in this amendment.

Construction

MECHANICAL CONSTRUCTION AND REPAIR INDUSTRY, QUEBEC DISTRICT.

See above, under "Manufacturing: Metal Products."

BUILDING TRADES, MONTREAL.

An Order in Council, dated October 4, and gazetted October 14, amends the previous Orders in Council governing Part "C" of this agreement as it applies to the *marble, tile and terrazzo trades* in this industry (L.G., June, 1950, p. 874, Oct., p. 1679, Nov., p. 1904).

Minimum hourly wage rates for employees governed by the provisions of Part "C" of the present agreement are increased by 6 cents per hour over those previously in effect and are now as follows: marble setters, tile setters and terrazzo layers \$1.60, hand marble polishers \$1.27, terrazzo polishing machine operator (dry) \$1.41, terrazzo polishing machine operator (wet) \$1.21: apprentices (marble and tile setters and terrazzo layers) from \$1.01 during the first year to \$1.41 in the fourth year, apprentice (terrazzo polishing machine operator (dry), from \$1.11 in the first 3 months to \$1.41 after 6 months, apprentice (terrazzo polishing machine operator (wet), during the first 3 months \$1.06, thereafter \$1.21.

BUILDING TRADES, ST. HYACINTHE.

An Order in Council, dated September 20, and gazetted September 30, amends the previous Orders in Council for this industry (L.G., July, 1947, p. 1002, Sept., p. 1308; May, 1948, p. 488; Oct., 1949, p. 1247; Feb., 1950, p. 209, Aug., p. 1185, Oct., p. 1679, and previous issues) by providing that regulations governing payment of *cost-of-living bonus* will not apply to municipal or school corporations.

BUILDING TRADES, SOREL.

An Order in Council, dated October 4, and gazetted October 14, amends the previous Orders in Council for this industry (L.G., April, 1947, p. 544, Dec., p. 1804; Jan.-Feb., 1948, p. 51; Jan., 1950, p. 78, Oct., p. 1679, Nov., p. 1905, and previous issues). The names of five employers are deleted from the list of contracting parties of the first part and fifteen other firms are added.

Territorial jurisdiction which comprises the city of Sorel, the county of Richelieu and that part of the county of Verchères not governed by the agreement regulating the building trades in the district of Montreal is now divided into 2 zones: zone I, in the city of Sorel, the village of St. Joseph de

Sorel and within a radius of 6 miles from their limits; zone II, the remainder of the territorial jurisdiction.

Minimum hourly wage rates in zone I: carpenter-joiner, setter of screens (wood and metal) frame-work, windows, steel partitions, tinsmith-roofer, steam crane operator, electrical and gas crane operator \$1.15; painter and paper hanger, steam stationary or portable engineman, tile setter, carpenter-joiner (working for a door and window-frame manufacturer) \$1.05; spray painter \$1.25; boiler fireman 90 cents; steam mixer operator, marble setter, terrazzo layer \$1.10; horse driver 95 cents; ornamental iron workers—erector \$1.20, helper 85 cents; trucking—special transport and towing \$1; common labourer 80 cents; watchmen on a weekly basis (72 hours per week) 60 cents; plumber and pipe mechanic—contractor (personal services) \$1.25, journeyman \$1.15, junior journeymen \$1.05 and \$1.15; electrician—contractor (personal services) \$1.25, journeymen \$1.15. (The rates shown above represent increases ranging from 5 to 30 cents per hour over those previously in effect). The rate for bricklayers, plasterers, masons and cement finishers remains unchanged at \$1.40. New classifications are added as follows: joint pointer (gyproe) \$1.30; cement vibrator operator \$1.25; land-scaper, hod carrier 90 cents; construction blacksmith \$1.20; bulldozer operator \$1.25; reinforcing steel layer \$1. Rates for apprentices requiring an apprenticeship from 60 cents in the first year to 90 cents in the fourth year.

Minimum hourly wage rates in zone II: bricklayers, plasterers, masons and cement finishers \$1.40; carpenter-joiner, setter of screens (wood and metal) frame-work, windows, steel partitions, tinsmith-roofer, steam mixer operator \$1; painter and paper hanger, steam stationary or portable enginemen, marble setter, terrazzo layer, tile setter 95 cents; painter-spray \$1.10; boiler fireman,

horse driver 85 cents; steam crane operator, electric and gas crane operator \$1.05; land-scaper, trucking (special transport and towing) 80 cents; ornamental iron workers—erector 90 cents, helper 75 cents; carpenter-joiner and painter (working for a door and window-frame manufacturer) 90 cents; common labourer 70 cents; watchmen on a weekly basis (72 hours per week) 35 cents; plumber and pipe mechanic—contractor (personal services) \$1.10, journeymen \$1, junior journeymen 85 and 95 cents; electrician—contractor (personal services) \$1.10, journeymen \$1. Rates for apprentices: bricklayers from 45 cents in the first year to 75 cents in the fourth year; plasterers, masons, marble setters, tile setters and terrazzo layers from 45 cents in the first year to 65 cents in the fourth year; carpenter-joiner from 40 cents in the first year to 70 cents in the fourth year; painters and electricians from 40 cents in the first year to 65 cents in the fourth year; wall-paper hanger and tinsmith-roofer from 35 cents in the first year to 50 cents in the fourth year; pipe mechanic from 45 cents in the first year to 70 cents in the fourth year; carpenter-joiner (employed by a door and window-frame manufacturer) from 35 cents in the first year to 50 cents in the fourth year.

Transportation and Public Utilities

Water Transportation

FREIGHT HANDLERS (LONGSHOREMEN) (INLAND AND COASTAL NAVIGATION), MONTREAL HARBOUR.

An Order in Council, dated September 20, and gazetted September 30, amends the previous Orders in Council for this industry (L.G., April, 1943, p. 490; June, 1948, p. 621, Nov., 1948, p. 1249) by increasing the minimum wage rates to \$1 per hour for day work and to \$1.05 per hour for night work, which is an increase of 5½ cents per hour.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During September

(1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of September the Department of Labour prepared 182 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 147 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.	9,732	\$11,986,012.91
Post Office	20	68,739.83
Public Works	5	20,003.00
R.C.M.P.	5	80,064.80

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING SEPTEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Agriculture				
Between Cardston and Lethbridge, Alta.	Miscellaneous works for operation of irrigation and diversion tunnels—St. Mary Dam.	Nodwell Brothers, Ltd., Calgary, Alta.	\$ 99,231 00	April 1, 1950
Canadian Commercial Corporation				
Summerside, P.E.I.	Replacement of hangar door thresholds, R.C.A.F. Station.	Curran & Briggs, Ltd., Summerside, P.E.I.	18,000 00	Aug. 3, 1950
Cornwallis, N.S.	Repairs to wharf, H.M.C.S. Cornwallis.	Walker & Hall, Ltd., Halifax, N.S.	29,141 00	Sept. 25, 1950
Dartmouth, N.S.	Repairs to runways, H.M.C.S. "Shearwater".	Acadia Construction Co., Ltd., Bridgewater, N.S.	26,975 00	Sept. 20, 1950
Greenwood, N.S.	Overhaul and rehabilitation of aviation gasoline bulk storage, R.C.A.F. Station.	Acadia Construction Co., Ltd., Bridgewater, N.S.	4,710 00	April 20, 1950
Greenwood, N.S.	Exterior painting and repairs to hangars and buildings, R.C.A.F. Station.	Rodney Contractors, Ltd., Yarmouth, N.S.	35,960 00	Oct. 13, 1950
Chatham, N.B.	Construction of a radio station and services, R.C.A.F. Station.	Diamond Construction Co., Ltd., Fredericton, N.B.	1,210,000 00	Sept. 29, 1950
Chatham, N.B.	Replacement and construction of concrete aprons, etc., R.C.A.F. Station.	Dexter Construction Co., Ltd., Fairville, N.B.	113,777 50	Oct. 3, 1950
Chatham, N.B.	Construction of gun testing stop butt, R.C.A.F. Station.	J. M. Searle Co., Newcastle, N.B.	6,922 00	May 26, 1950
McGivney, N.B.	Rebuilding of porches, Area Ordnance Depot.	Galdwell Construction Co., Ltd., Fredericton, N.B.	4,880 00	April 29, 1950
Moncton, N.B.	Repairing and improving of roads, etc., No. 5 Supply Depot, R.C.A.F. Station.	Raynor Construction, Ltd., Leaside, Ont.	29,197 80	April 4, 1950
Bagotville, P.Q.	Repairs to hangar roofs, R.C.A.F. Station.	Douglas Brothers, Ltd., Montreal, P.Q.	16,560 00	Sept. 20, 1950
Coteau, P.Q.	Installation of electrical distribution system in Armoury.	Central Electric, Shawinigan Falls, P.Q.	9,100 00	July 3, 1950
Grosse Isle, P.Q.	Repairs to exterior and interior walls, Cattle Isolation Wing, Experimental Station.	Terrazzo Mosaique & Tuile Ltd., Quebec, P.Q.	7,265 00	Oct. 7, 1950
Montreal, P.Q.	Repointing exterior brick and stonework at Armoury, 3626 St. Urban St.	J. L. E. Price & Co., Ltd., Montreal, P.Q.	1,560 00	April 5, 1950
New Richmond, P.Q.	Construction of one prefabricated steel building.	A. A. Geraghty, Grand Casapedia, P.Q.	16,915 71	Sept. 25, 1950
St. Hubert, P.Q.	Repairs to roads, aprons, parking areas, etc., R.C.A.F. Station.	Provincial Paving, Ltd., Montreal, P.Q.	126,083 50	June 17, 1950
St. Hubert, P.Q.	Construction of automatic V.H.F./D.F. building, R.C.A.F. Station.	Richard & B. A. Ryan, Ltd., Montreal, P.Q.	3,450 00	Aug. 16, 1950
St. Hubert, P.Q.	Extension and improvements to runway and drainage system, R.C.A.F. Station.	Provincial Paving Co., Ltd., Montreal, P.Q.	530,707 00	Oct. 6, 1950
Valcartier, P.Q.	Construction of an enclosed range building, No. 248 C.A.R.D.E.	Magloire Cauchon, Ltd., Quebec, P.Q.	213,470 00	July 7, 1950
Barriefield, Ont.	Installation of 300 H.P. Boiler, Vimy Barracks.	John Inglis Co., Ltd., Toronto, Ont.	28,575 75	April 22, 1950
Camp Borden, Ont.	Completion of roads, driveways, etc., at Military Camp.	Roads Resurfacing Co., Ltd., Kingston, Ont.	15,853 95	Sept. 20, 1950
Edgar, Ont.	Interior and exterior painting of building 0-35.	National Painting & Decorating, Ltd., Toronto, Ont.	13,428 00	Oct. 2, 1950
London, Ont.	Construction of a radio station and services.	Pigott Construction Co., Ltd., Hamilton, Ont.	1,210,000 00	Sept. 29, 1950
Manotick, Ont.	Re-roofing of storage buildings, No. 2 C.D.	W. M. Moffat Co., Toronto, Ont.	29,600 00	April 14, 1950
Ottawa, Ont.	Construction of transmitter building, R.C.A.F. Site.	M. Sullivan & Sons, Ltd., Apprior, Ont.	228,845 00	May 5, 1950
Ottawa, Ont.	Construction of a radio propagation laboratory, etc., Commaught Hanges.	George A. Green & Sons, Ltd., Ottawa, Ont.	418,831 20	Sept. 27, 1950
Ottawa, Ont.	Renovation of existing accommodation, Uplands Airport.	Doran Construction Co., Ltd., Ottawa, Ont.	600,000 00	Sept. 21, 1950
Pembroke, Ont.	Construction of a radio station and services.	A. W. Roberts, Ltd., Toronto, Ont.	1,210,000 00	Sept. 30, 1950
Perth, Ont.	Installation of heating system at Armoury.	H. W. Stenzel, Stittsville, Ont.	6,524 00	May 31, 1950
Petaawawa, Ont.	Construction of a gymnasium, Military Camp.	J. L. E. Price & Co., Ltd., Montreal, P.Q.	130,800 00	Aug. 21, 1950

Toronto, Ont.....	Renewal of main roof, Fort York Armoury.....	Canadian Sheet Metal & Roofing Co., Toronto, Ont.....	7,209 00	Oct., 2, 1950
Winnipeg, Man.....	Exterior painting of buildings, R.C.A.F. Station.....	Taylor Painting & Decorating Co., Ltd., Winnipeg, Man.....	28,280 00	Sept. 25, 1950
Calgary, Alta.....	Exterior painting of various buildings at No. 9403 Unit, R.C.A.F. Station.....	Walter McKenzie, Calgary, Alta.....	11,296 00	July 5, 1950
Chilliwack, B.C.....	Construction of a 250 man barrack block.....	Bennett & White Construction Co., Ltd., Vancouver, B.C.....	452,493 00	Oct., 11, 1950
Dawson Creek, B.C.....	Construction of one hundred housing units.....	Marwell Construction Co., Ltd., Vancouver, B.C.....	1,573,759 00	Sept. 20, 1950
Fort Nelson, B.C.....	Exterior and interior painting of various buildings, R.C.A.F. Station.....	Seaboard Advertising Co., Ltd., Vancouver, B.C.....	15,420 00	Sept. 23, 1950
Prince Rupert, B.C.....	Interior and exterior painting of drill hall.....	Seaboard Advertising Co., Ltd., Vancouver, B.C.....	6,246 50	June 17, 1950
Sea Island, B.C.....	Exterior painting of miscellaneous buildings, R.C.A.F. Station.....	Seaboard Advertising Co., Ltd., Vancouver, B.C.....	4,605 00	June 17, 1950
Central Mortgage and Housing Corporation				
St. John's, Nfld.....	Painting 21 D.N.D. houses and replacing stair treads.....	H. S. Yetman, St. John's, Nfld.....	4,200 00	*
Albro Lake, N.S.....	Landscape.....	Roschall Nurseries, Brantford, Ont.....	10,548 24	Aug. 23, 1950
Dartmouth, N.S.....	Construction of school, H.M.C.S. "Shearwater".....	Acadia Construction Co., Ltd., Bridgewater, N.S.....	226,600 00	April 22, 1950
Greenwood, N.S.....	Installation of 2 reclosing circuit breakers and three 300 KVA transformers.....	The Avon River Power Co., Ltd., Halifax, N.S.....	14,500 00	July 28, 1950
Chatham, N.B.....	Hardsurfacing of roads, paths and parking area.....	Diamond Construction Co., Ltd., Fredericton, N.B.....	9,825 55	July 28, 1950
Fredericton, N.B.....	Grading and ditching lots.....	Remrose & Kilburn, Fredericton, N.B.....	4,605 00	June 28, 1950
McGivney, N.B.....	Construction of 180 houses.....	Diamond Construction Co., Ltd., Fredericton, N.B.....	66,456 10	*
Saint John, N.B.....	Landscape 180 units.....	Roschall Nurseries, Ltd., Brantford, Ont.....	35,943 00	*
Saint John, N.B.....	Alteration of heating system.....	W. E. Emerson & Sons, Ltd., Saint John, N.B.....	1,885 00	*
Saint John, N.B.....	Replacing weeping tile.....	George Mabey, Saint John, N.B.....	2,175 57	*
Jonquiere, P.Q.....	Exterior painting of houses.....	Emile Lamarre, Jonquiere, P.Q.....	1,975 00	*
Nitro, P.Q.....	Street repairs.....	Valley Paving Co., Ltd., Valleyfield, P.Q.....	1,688 50	*
Rosemount & Montreal, P.Q.....	Exterior painting of houses.....	R. Richard, Enregistré, Montreal, P.Q.....	7,594 00	Sept. 8, 1950
St. Hubert, P.Q.....	Construction of 80 housing units.....	Desourdy Construction, Ltee, Cowansville, P.Q.....	642,972 00	July 24, 1950
St. Hubert, P.Q.....	Installation of electrical services.....	Bedard-Grard, Ltd., Montreal, P.Q.....	15,683 00	July 25, 1950
St. Paul L'Ermite, P.Q.....	Repairs to understructure of building.....	Tesphore & Marcel Rivest, Repentigny, P.Q.....	4,275 00	*
Alax, Ont.....	Construction of sewer main.....	Port Hope Construction Co., Ltd., Toronto, Ont.....	8,067 80	Sept. 13, 1950
Alax, Ont.....	Construction of permanent foundation walls, replacement of joists, etc., on 55 houses.....	Moir Construction Co., Ltd., St. Catharines, Ont.....	36,330 00	Sept. 19, 1950
Alax, Ont.....	Construction of sewer mains.....	Scott-Jackson Construction, New Toronto, Ont.....	63,674 26	Aug. 23, 1950
Barrie, Ont.....	Construction of house walks.....	Stanley Excell, Barrie, Ont.....	1,600 00	Aug. 11, 1950
Barrie, Ont.....	Construction of 18 classroom school.....	T. L. Smith Construction Co., Ltd., Kingston, Ont.....	507,610 00	*
Belleville, Ont.....	Landscape and driveways.....	H. H. Sutton, Toronto, Ont.....	16,500 00	*
Brantford, Ont.....	Landscape and driveways.....	W. E. Baker, Brantford, Ont.....	9,442 40	*
Brookville, Ont.....	Elimination of deficiencies.....	R. Ritchie, Kingston, Ont.....	2,410 50	July 24, 1950
Camp Borden, Ont.....	Construction of 10 classroom school.....	Hill-Clark-Francis, Ltd., New Liskeard, Ont.....	290,515 00	July 24, 1950
Camp Borden, Ont.....	Construction of a school.....	Hill-Clark-Francis, Ltd., New Liskeard, Ont.....	290,515 00	July 24, 1950
Camp Borden, Ont.....	Construction of 18 classroom school.....	Hill-Clark-Francis, Ltd., New Liskeard, Ont.....	565,750 00	Aug. 25, 1950
Centralia, Ont.....	Construction of 200,000 gal. concrete reservoir.....	Sterling Construction Co., Ltd., Windsor, Ont.....	31,117 50	Aug. 25, 1950
Galt, Ont.....	Landscape and driveways.....	Thompson-Jones & Co., Toronto, Ont.....	9,694 00	July 4, 1950
Re-covering plywood sided houses.....	Re-covering plywood sided houses.....	White & Davies, Toronto, Ont.....	6,962 00	*
Ottawa, Ont.....	Removal of topsoil on building site, Montreal Road.....	Valley Construction Co., Hurdman's Bridge, Ottawa, Ont.....	2,430 00	*
Peterborough, Ont.....	Elimination of deficiencies.....	E. Reynolds & Son, Peterborough, Ont.....	3,200 00	*
Peterborough, Ont.....	Elimination of deficiencies.....	E. Reynolds & Son, Peterborough, Ont.....	7,600 00	Aug. 11, 1950
Rockcliffe, Ont.....	Construction of 18 classroom school.....	Alex. J. Garvoek, Ottawa, Ont.....	499,500 00	*
Sarnia, Ont.....	Elimination of deficiencies.....	Tripp Contracting Co., Sarnia, Ont.....	4,741 50	*
Sioux Lookout, Ont.....	Landscape 51 houses.....	Schmidt Bros. Nurseries, Dryden, Ont.....	5,600 00	*
Stratford, Ont.....	Elimination of deficiencies.....	Charles D. Hay, Zurich, Ont.....	3,905 00	*
Thorold, Ont.....	Landscape 295 houses.....	Covello Bros., St. Catharines, Ont.....	2,377 25	*
Windsor, Ont.....	Installation of 500 combination doors.....	Roschall Nurseries, Ltd., Brantford, Ont.....	24,834 00	Aug. 11, 1950
Windsor, Ont.....	Installation of storm sash.....	Service Hardware, Ltd., Windsor, Ont.....	11,150 00	Aug. 2, 1950
Woodstock, Ont.....	Installation of storm sash.....	G. M. Ritchie, Clinton, Ont.....	6,470 00	*
East Kildonan, Man.....	Additional supply of fill at project, 2-48.....	Rural Municipality of East Kildonan, East Kildonan, Man.....	1,175 40	*

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING SEPTEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Central Mortgage and Housing Corporation				
Winnipeg, Man.	Installation of 314 water connections.	City of Winnipeg, Winnipeg, Man.	\$ 33,077 93	*
Saskatoon, Sask.	Landscape 100 houses.	Thompson-Jones & Co., Toronto, Ont.	12,714 00	*
Calgary, Sask.	Final grading of lots in project 1-49	Crucifixland Construction Co., Calgary, Alta.	4,601 00	*
Calgary, Alta.	Construction of school.	Bird Construction Co., Ltd., Calgary, Alta.	563,930 00	Aug. 17, 1950
Namoo, Alta.	Construction of 35 housing units.	Shoquist-Wicklund Construction, Ltd., Edmonton, Alta.	563,288 87	Aug. 17, 1950
Boundary Bay, B.C.	Surveying and laying out sub-division.	Vancouver Associated Contractors, Ltd., Vancouver, B.C.	284,785 16	July 27, 1950
Vancouver, B.C.	Landscaping 89 houses.	Underhill & Underhill, Vancouver, B.C.	2,035 82	*
Vancouver, B.C.	Landscaping.	Roschall Nurseries, Ltd., Brantford, Ont.	21,541 00	*
Victoria, B.C.	Construction of 280 houses, Belmont Park—Projects 1F-49 and 1G-49.	D. M. Browne, Victoria, B.C.	11,538 00	*
Victoria, B.C.		Commonwealth Construction Co., Ltd., Vancouver, B.C.	2,094,169 00	July 6, 1950
National Harbours Board				
Halifax Harbour, N.S.	Replacement of large doors, Shed 20.	Westeel Products, Ltd., Montreal, P.Q.	29,640 00	Aug. 4, 1950
Saint John Harbour, N.B.	Construction of concrete loading platform rear of Berth 11.	Maritime Construction Co., Ltd., Fairville, N.B.	17,195 00	July 4, 1950
Department of Public Works				
Breen's Pond, N.S.	Breakwater replacement.	Michael Campbell, Antigonish, N.S.	76,406 44	July 5, 1950
Halifax, N.S.	Alterations to kitchen and canteen, etc.—Customs Examination and Waiting Room Building Pier 21.	George R. Prowse Range Co., Ltd., Montreal, P.Q.	6,149 50	Sept. 1, 1950
Halifax, N.S.	Alterations to 4th floor—Federal Bldg., for Dept. of Transport and Bureau of Statistics.	Standard Construction Co., Ltd., Halifax, N.S.	8,845 00	Sept. 11, 1950
Kingston, N.S.	Erection of Public Building.	Acadia Construction Co., Ltd., Bridgewater, N.S.	59,139 00	Aug. 22, 1950
North West Cove, N.S.	Construction of a wharf extension.	The Atlantic Bridge Co., Ltd., Lunenburg, N.S.	16,800 00	July 7, 1950
Upper Blanford, N.S.	Construction of a breakwater.	R. A. Douglas, New Glasgow, N.S.	52,112 50	July 7, 1950
Campbellton, N.B.	Wharf repairs and improvements.	Dudley Dimock & J. N. Proulx, Campbellton, N.B.	9,939 50	April 22, 1950
Newcastle, N.B.	Repairs and painting, Public Building.	Max E. Forrest, Newcastle, N.B.	27,355 00	Sept. 1, 1950
Baie Comeau, P.Q.	Wharf repairs.	McNamara Construction Co., Ltd., Toronto, Ont.	19,854 00	Oct. 4, 1950
Cowansville, P.Q.	Construction of Dominion Public Building.	Alphonse Gratton Inc., Montreal, P.Q.	157,996 00	Sept. 8, 1950
Disraeli, P.Q.	Erection of Dominion Public Building.	J. R. Royer, Ltd., Sherbrooke, P.Q.	57,900 00	Aug. 22, 1950
Hull, P.Q.	Concrete superstructure, National Printing Bureau.	Concrete Construction, Ltd., Montreal, P.Q.	1,771,219 00	Aug. 31, 1950
Isle aux Grues, P.Q.	Construction of a wharf.	J. E. Cote, Shawinigan Falls, P.Q.	57,958 00	July 14, 1950
Montmorency Village, P.Q.	Erection of Dominion Public Building.	J. O. Lambert, P.Q.	99,991 00	Sept. 1, 1950
Quebec, P.Q.	Wharf reconstruction.	Raymond Matte, Ltd., Montreal, P.Q.	22,392 09	June 30, 1950
Ste. Anne de Sorel, P.Q.	Construction of a central heating plant, Savard Park Hospital.	Magloire Cauchon, Ltée., Quebec, P.Q.	190,800 00	Aug. 31, 1950
St. Barthelemy, P.Q.	Steel sheet piling protection work.	Lucien Ladapelle, Sorel, P.Q.	39,687 60	July 17, 1950
Beausoleil Island, Ont.	Wharf reconstruction.	J. E. Cote, Shawinigan Falls, P.Q.	8,589 00	June 23, 1950
Bowmanville, Ont.	Wharf reconstruction (Bulkhead Wall).	Birmingham Construction, Ltd., Hamilton, Ont.	45,022 00	June 23, 1950
	Pier repairs (west pier).	Birmingham Construction, Ltd., Hamilton, Ont.	14,631 25	June 20, 1950

Kingston, Ont.....	Cleaning, scraping and painting the steel work of the bridges of the Lasalle Causeway.....	Edmond Lessard, Ottawa, Ont.....	5,200 00	June 19, 1950
Long Spur Lake, Ont.....	Wharf replacement.....	L. R. Brown & Co., Ltd., Sault Ste. Marie, Ont.....	6,328 00	June 27, 1950
Ottawa, Ont.....	Alterations to rooms 119 and 121 for Patent and Copyright Office, Canadian Building.....	A. Lancot Construction Co., Ottawa, Ont.....	8,436 00	Aug. 29, 1950
Ottawa, Ont.....	Installation of fire alarm systems—568 and 552 Booth St.—Repairs to greenhouses Nos. 1, 2 and 4 and repairs to Palm House Dome, Central Experimental Farm.....	Dominion Electric Protection Co., Toronto, Ont.....	5,500 00	June 26, 1950
Ottawa, Ont.....	Lighting—new grounds—Dominion Experimental Farm.....	Lord & Burnham Co., Ltd., St. Catharines, Ont.....	10,800 00	Aug. 17, 1950
Pembroke, Ont.....	Removal of the old pile work wharf.....	Stanley G. Brooks, Ltd., Ottawa, Ont.....	8,750 00	Aug. 23, 1950
Rockville, Ont.....	Pavement for roads and driveways—R.C.M.P.—N Division	Commis Construction Co., Montebello, P.Q.....	8,440 50	July 28, 1950
South Porcupine, Ont.....	Erection of Dominion Public Building.....	George E. Knowles, Ltd., Timmins, Ont.....	136,375 00	Sept. 28, 1950
Turkey Point, Ont.....	Construction of a wharf.....	R. A. Blyth, Toronto, Ont.....	17,187 00	June 28, 1950
Hobbsville, Alta.....	Construction of Indian Hospital for Dept. of National Health and Welfare.....	Yukon Construction Co., Ltd., Edmonton, Alta.....	79,987 00	July 12, 1950
Alert Bay, B.C.....	Construction of a seaplane landing.....	R. J. Dunlop & Co., Ltd., Vancouver, B.C.....	29,211 54	July 4, 1950
Dawson Creek, B.C.....	Replacing floor, etc., Public Building.....	McLaughlin & Waugh, Dawson Creek, B.C.....	6,222 00	Aug. 31, 1950
Fraser Canyon, B.C.....	Construction of a breakwater.....	Coast Quarries, Ltd., Vancouver, B.C.....	32,773 00	June 9, 1950
Lang Bay, B.C.....	Wharf repairs.....	W. Greenlee, Vancouver, B.C.....	5,702 00	Sept. 27, 1950
Vancouver, B.C.....	Demolition of old buildings and conversion of section of old boiler room for steam and hot water services, Slaughterhouse Hospital.....	T.M. Construction Co., Ltd., & Merchants Cartage Co., Ltd., Vancouver, B.C.....	16,770 00	Aug. 2, 1950
Beise Comenau, P.Q.....	Dredging.....	J. P. Porter Co., Ltd., Montreal, P.Q.....	105,860 00	*
Port Daniel, P.Q.....	Dredging.....	J. P. Porter Co., Ltd., Montreal, P.Q.....	22,272 00	*
Rivière du Loup, P.Q.....	Dredging.....	J. P. Porter Co., Ltd., Montreal, P.Q.....	57,246 00	*
Georgian Bay, Ont.....	Dredging inside steamer channel.....	Russell Construction Co., Ltd., Toronto, Ont.....	114,302 50	*
Healdton, Ont.....	Dredging.....	J. P. Porter Co., Ltd., Montreal, P.Q.....	623,700 00	*
Wheatley, Ont.....	Dredging.....	Dawson Construction Co., Ltd., Belle River, Ont.....	18,150 00	*
Whitby, Ont.....	Dredging.....	Russell Construction Co., Ltd., Toronto, Ont.....	18,480 00	*
Amnerville Cut, B.C.....	Dredging in the Fraser River, B.C. and in the channel in front of the Searle Elevator.....	B. C. Bridge and Dredging Co., Ltd., Vancouver, B.C.....	100,000 00	*
Department of Resources and Development				
Fort Lenoxy, P.Q.....	Construction of permanent wharf on the west side of Ile-aux-Noix.....	J. A. Gosselin, St. Paul, P.Q.....	2,485 00	Sept. 13, 1950
Point Pelee National Park, Ont.....	Hauling and driving of oak piles on the east beach of park.....	Dean Construction Co., Ltd., Belle River, Ont.....	11,418 00	June 19, 1950
Radium Hot Springs, B.C.....	Installation of an electrical distribution system for Dominion Government buildings.....	Nova Electric, Ltd., North Vancouver, B.C.....	7,938 49	June 8, 1950
Department of Transport				
Cartierville, P.Q.....	Additional airport development.....	Atlas Construction Co., Ltd., Westmount, P.Q.....	99,129 00	June 1, 1950
Dorval, P.Q.....	Alterations of Hangar No. 4, Montreal Airport.....	J. L. E. Price & Co., Ltd., Montreal, P.Q.....	29,870 00	Aug. 9, 1950
Graham, Ont.....	Construction of a radio range building.....	Blodau & Heath Co., Ltd., Port Arthur, Ont.....	6,800 00	Sept. 23, 1950
London, Ont.....	Resurfacing parking apron and entrance road at airport.....	Towland Construction Co., Ltd., London, Ont.....	11,816 00	June 26, 1950
Nakina, Ont.....	Erection of prefabricated staff dwelling.....	Melville Forbes, Lion's Head, Ont.....	13,792 00	June 23, 1950
North Battleford, Sask.....	Additional airport development.....	T. J. Pounder & Co., Ltd., Winnipeg, Man.....	19,197 40	June 19, 1950
Yorkton, Sask.....	Additional airport development.....	T. J. Pounder & Co., Ltd., Winnipeg, Man.....	20,924 30	June 19, 1950

* The labour conditions of these contracts contain the General Fair Wages clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Labour Legislation in Newfoundland, Alberta, Nova Scotia and Prince Edward Island in 1950

Newfoundland enacted new laws concerning labour relations, trade unions, workmen's compensation and minimum wages, making its labour laws very similar to those in other Canadian provinces. Alberta made extensive changes in the Alberta Labour Act, which consolidated the main labour laws of the Province in 1947. In Nova Scotia, the minimum compensation benefit payable to a totally and permanently disabled workman has been raised from \$15 a week to \$75 a month. Prince Edward Island gave the Workmen's Compensation Board increased authority for accident prevention measures and enacted a new Mechanics' Lien Act.

NEWFOUNDLAND

The Newfoundland Legislature was in session from February 15 to June 30, 1950. Four major labour Acts were passed: a Labour Relations Act modelled on the Federal Act, a Trade Union Act which sets out certain rights and obligations of trade unions, a Workmen's Compensation Act similar to Acts in the other nine provinces, and a Minimum Wage Act providing for the setting of minimum standards of wages, overtime pay and other conditions of employment on the recommendation of a Minimum Wage Board.

Labour Relations

The Labour Relations Act, proclaimed in effect July 18, 1950, is patterned on the Federal Industrial Relations and Disputes Investigation Act of 1948. The Federal statute was drafted with a view to meeting the needs of industrial relations in industries under provincial jurisdiction as well as those in the Federal field, so that if the provinces chose to enact similar legislation there would be uniform industrial relations law throughout Canada. In addition to the Newfoundland Act, the New Brunswick, Manitoba and Nova Scotia Acts follow very closely the Federal Act, and the Acts in the other provinces are similar to it in many respects.

Like the Federal Act, the Newfoundland Act establishes a procedure for certification of trade unions as bargaining agents, makes collective bargaining compulsory, provides for the appointment of conciliation officers and boards if bargaining is unsuccessful, and prohibits unfair labour practices. It makes a collective agreement binding upon the

employer and the bargaining agent and every employee in the unit which the bargaining agent has been certified to represent, requires that every collective agreement shall contain a provision for settling differences without work stoppage during the course of the agreement, and prohibits strikes and lockouts until conciliation procedure has been followed and seven days have elapsed after a Conciliation Board report. It prescribes penalties in the form of fines enforceable through the Courts. It provides for an agreement with the Federal Government under which the Federal authorities may administer the Act with respect to any particular undertaking or business. A detailed summary of the Federal Act may be found in the *LABOUR GAZETTE* (L.G., 1948, pp. 1255-1261). The main points of difference are noted below.

The Newfoundland Act provides for a voluntary revocable check-off of union dues. An employer is required to honour a written assignment of wages to the certified bargaining agent. If an assignment is revoked the employer must notify the bargaining agent. There are similar provisions in the British Columbia, Alberta, Saskatchewan, Prince Edward Island and Nova Scotia Acts.

A trade union that does not comply with the Newfoundland Trade Union Act is barred from certain benefits of the Labour Relations Act as long as non-compliance continues. These benefits are certification and decertification of bargaining agents, and the compulsory collective bargaining requirement.

Besides the unfair labour practices listed in the Federal Act, the Newfoundland Act adds three provisions. One provision makes it an unfair labour practice for an employer in the course of a labour dispute to threaten to shut down or move a plant. Secondly, an employee or any person acting on behalf of a trade union is prohibited from using coercion or intimidation to encourage or discourage membership in a trade union, but this does not preclude attempting to persuade an employer to make an agreement requiring membership or maintenance of membership in the union as a condition of employment. Finally, no trade union or person acting on behalf of a trade union and no employee "shall support, encourage, condone or engage in any activity that is intended to restrict or limit production".

In the provisions regulating the procedure for negotiation a clause is included providing that, if an application for certification or decertification is pending before the Labour Relations Board, the Board may order collective bargaining to be suspended until a decision on the application is reached.

As in several other provinces, the Newfoundland Labour Relations Board is composed of four members and the chairman, rather than eight members and the chairman, as under the Federal Act. There must be equal representation of employers and employees.

The penalties for offences under the Act are similar to those set out in the Federal Act, except in the case of a union declaring or authorizing a strike contrary to the provisions of the Act. The fine in such case is fixed at an amount not exceeding two hundred and fifty dollars, instead of one hundred and fifty dollars as in the Federal Act.

The Trade Disputes (Arbitration and Inquiry) Act, 1944, as amended, is repealed.

Trade Unions

The Trade Union Act, 1950, proclaimed in effect July 18, 1950, replaces an earlier Trade Union Act in Newfoundland. The early Act was patterned on English law and brought into force in Newfoundland two English statutes, the Conspiracy and Protection of Property Act, 1875, and the Trade Disputes Act, 1906, which defined the legal status of trade unions and gave them protection against civil and criminal actions. The new Act retains the provisions protecting unions from civil liability and as a result, deals more comprehensively than statutes in the other provinces with the legal position of unions. The

provisions of the former Act concerning criminal conspiracy have been omitted, since criminal conspiracy comes within the scope of the Criminal Code of Canada.

The new Act is administered by the Department of Labour, and besides protecting unions from civil suits, sets out procedures for registration and certain requirements which the union must meet. If unions do not comply they are not protected by the Act.

"Trade union" is defined as any combination of seven or more workmen for regulating the relations between workmen and employers or for imposing restrictive conditions on the conduct of any trade or business.

The first sections of the Act deal with the legal position of trade unions. A provision similar to one in the Federal Trade Unions Act stipulates that nothing in the Act shall enable court proceedings to be taken for damages for breach of certain agreements, including those agreements having to do with the relation of the union to its members or to other unions.

No act done by two or more members of a trade union in furtherance of a trade dispute is actionable unless the act would be actionable without such combination. This is similar to provisions of an English law of 1875 which sought to protect unions from the historic common law principle that combinations are in themselves unlawful. This provision also appears in statutes of Ontario and Saskatchewan.

It is also provided that an act done by a person in furtherance of a trade dispute is not actionable "on the ground only that it induces some other person to break a contract of employment" or on the ground that it interferes "with the trade, business or employment of some other person or with the right of some other person to dispose of his capital or his labour as he wills". This section is similar to one enacted in the British Trade Disputes Act of 1906, and does not appear in the statutes of any other province.

Also similar to a section of the British Trade Disputes Act is the absolute protection of unions from civil court actions in respect to wrongful acts alleged to have been committed by or on behalf of the union. It further expressly prohibits an action against a union through representative defendants as well as an action against a union in its own name.

The Companies Act, under which associations formed for various purposes may be incorporated, is declared not to apply to trade unions. However, it is provided that unions may hold property for the use

and benefit of their members, and authorized officers of the union may bring or defend a civil action concerning the property. In such cases the president and secretary may sue or be sued in any court in their proper names without other description than the title of their office.

The Act also imposes specific obligations upon trade unions.

Every union must file with the Minister of Labour on request a certified copy of its rules, and must file amendments to the rules within one month after they are made. A list of names and addresses of officers must be submitted within a month after their election. On the Minister's request a union must provide an audited statement of its receipts and expenditures, and the Minister may, if he deems it necessary, require a further audit at the union's expense by persons approved by him. A union must also supply such other particulars and information as the Minister may from time to time require.

The treasurer of the union is required to make available to each member an audited financial statement, and, if required to do so, must turn over the balance as shown in the audit to the person designated by the members. On failure to do so he may be sued.

The rules of a trade union must contain certain regulatory provisions. Besides provision for the appointment and removal of officers, investment of funds and an annual audit of accounts, the rules must set out

Every object for which the trade union is to be established, the purposes for which the funds thereof shall be applicable, and the conditions under which any member may become entitled to any benefit assured thereby, and the fines and forfeitures which may be imposed on any member of such trade union.

They must also set out the manner of making, altering, amending and rescinding rules.

The rules must also contain provision for the manner of dissolving the union, and require that the balance of funds at dissolution "shall be donated for some *bona fide* charitable or benevolent purpose or to some other trade union with co-related or similar objects".

To unions which have complied with these conditions, the Minister of Labour issues a certificate annually, stating that the requirements as to rules and returns have been complied with. This certificate must be posted in a conspicuous place at the union meeting place or headquarters.

A trade union cannot take a name identical with that of any other trade union or nearly resembling it. The name may be

changed by the consent of at least two-thirds of the members present at a special meeting convened for that purpose. With the consent of at least two-thirds of the members of each trade union, two or more trade unions may amalgamate. Notice of change of name or amalgamation must be given to the Minister of Labour and recorded by him.

The effect on a union of failing to comply with the Act is that it shall not "enjoy the benefits conferred by this Act while such refusal or neglect continues". Similarly, it is provided in the Labour Relations Act, that the benefits of that Act apply only to unions which are in compliance with the requirements of the Trade Union Act.

Workmen's Compensation

The new Workmen's Compensation Act, like the Acts in all the other Canadian provinces, is of the collective liability type. The Act has not yet been proclaimed in force as a Workmen's Compensation Committee is conducting a study preparatory to determination of rates of compensation and assessment. The new Act will repeal the Workmen's Compensation Act, 1948, which provides compensation through an individual liability system, but the workman's right to compensation for an accident happening before the new Act comes into force will not be affected.

The new Act establishes for the majority of industries a contributory insurance fund, and provides for a Workmen's Compensation Board to administer the fund and deal with claims for compensation. Employers in industries covered by Part I of the Act are required to contribute to the fund at a rate determined by the Board in accordance with the hazards of the industry. Another important duty of the Newfoundland Workmen's Compensation Board will be its responsibility for prevention of accidents and industrial diseases. The Board is required to report annually to the Minister of Labour, who will table the report in the Legislature.

In any industry to which Part I of the Act applies, compensation will be paid for personal injury to a workman by accident arising out of or in the course of his employment or by an occupational disease specified in the schedule, except where the workman is disabled for three days or less or where the injury is attributed to his serious and wilful misconduct and does not result in death or serious disablement. Where compensation for disability is payable, it is computed from the date of disability. The waiting period in the other provinces varies from one to seven days.

Application

Part I of the Act applies to employers and workmen in or about any operations carried on in a factory; the industries of manufacturing, logging, lumbering, rafting of lumber, river driving; mining, quarrying, excavation, diamond-drilling; road construction, building, construction, building moving, demolition; engineering; printing; installation of plumbing, heating and electrical systems; fishing, including seal fishing and whaling, fish handling, fish processing; canning; automobile repairing, servicing, storage or selling; armature winding; ice harvesting, cutting, storing or delivery; kelp collection; stone dressing; land surveying; the operation of wholesale and retail stores; repair shops; marble works or monument business; bakeries; horticultural nurseries and green houses; ice rinks; bowling alleys; broadcasting stations; barber shops, beauty parlours; laundries; restaurants; theatres; beer parlours; packing houses; lumber yards; coal yards; refrigeration or cold storage plants; warehouses; elevators; and where there are ten or more bedrooms, the operation of hotels or lodging houses; commercial buildings or apartment buildings where rooms, suites or space is rented to a tenant; hospitals; the operation of railways or tramways; telegraph, cable or telephone systems; electric light or power plants or systems; steam-heating plants; gas works; water works; sewers; and any public utility; the operation of docks, wharves; boats, ships, tugs, dredges; trawlers, bankers, dragners, and other fishing vessels; ferries; marine salvage, navigation, stevedoring; janitor service; chimney cleaning, or window cleaning service; messenger service or delivery service; extermination and fumigating service; blacksmithing, horse-shoeing; transportation, teaming, trucking, hauling; scavenging, street-cleaning; handling of hides; painting, decorating, renovating; dyeing and cleaning; any of the industries, operations, or occupations incidental to or connected with any of the above industries, occupations or operations; any employment by or under the Crown in right of the Province including employment by any permanent Board or Commission of the Crown in right of the Province. The list of industries covered corresponds closely to the list in the British Columbia Act. Farm labourers or domestic servants are not included under Part I, but upon application of the employer, may be admitted on such conditions as the Board may impose. This is similar to provisions in five other provinces.

Excluded from Part I are casual employees who are employed otherwise than for the purposes of the employer's business, outworkers, and members of the family of the employer who reside with the employer.

Members of a crew of a fishing vessel of 15 tons or more gross tonnage who are remunerated by shares in the profits or gross earnings in the operation of the vessel, may, if they and the owner apply to the Board, be admitted within the scope of the Act on terms and conditions to be set by the Board.

As in the other provinces, the Lieutenant-Governor in Council on the recommendation of the Workmen's Compensation Board may by order in council bring additional industries within the scope of the Act. On the application of the employer, any industry may be admitted by the Board to the coverage of Part I. The Board also has the power to exclude industries in which not more than a stated number of workmen are employed.

Compensation Provisions

In its details the Act is very similar to the Acts in the other provinces. The Prince Edward Island Act passed in 1949 was fully reported in the *LABOUR GAZETTE* (L.G., 1949, pp. 1430-1436). A workman who is injured in employment covered by Part I of the Act is required to file with the Board an application for compensation together with certificate of the attending physician and such other information as may be required. The employer is required to report to the Board in writing the particulars of any accident which disables a worker for at least three days or for which he has received medical aid. Compensation is not payable unless notice is given as soon as practicable after the accident and unless the claim for compensation is filed within six months of the injury.

Where a Newfoundland workman is employed outside of the Province in employment connected with his work in Newfoundland, he is compensated for injury unless his employment outside of Newfoundland has been longer than eight months, or unless he is covered by the laws of the place where the accident happens. The Board may grant compensation to a non-resident employee in Newfoundland if the laws of the place where he is resident would permit compensation to a Newfoundland workman injured in that place.

Unlike the Acts in all the other provinces, the Newfoundland Act does not specify the scale of benefit. It provides

that the amount of compensation is to be set by regulations of the Lieutenant-Governor in Council, to be published in the *Newfoundland Gazette*. The Committee appointed to make recommendations to the Lieutenant-Governor in Council as to the rate of benefits is expected to report within the next few months.

Industrial Diseases

Compensation may also be paid under the Act for death or injury due to industrial diseases. The diseases for which compensation will be paid are set out in a schedule, which is the same as the one incorporated in the 1948 individual liability statute and somewhat similar to the schedule in the Ontario Act. It lists the following diseases: ankylostomiasis; anthrax; blisters (infected); bursitis; bursitis (acute) over the elbow (miners' beat elbow); cancer; cellulitis (subcutaneous) of the hand (miners' beat hand); cellulitis (subcutaneous) over the patella (miners' beat knee); compressed air illness or caisson disease; dermatitis (venenata); frost-bite; inflammation of the synovial lining of the wrist joint and tendon sheaths; pneumoconiosis; poisoning by arsenic, benzol, brass or zinc or nickel, carbon bisulphide, carbon dioxide, carbon monoxide, chrome, lead, mercury, nitrous fumes, or phosphorus; retinitis, seal finger, silicosis, stone workers' or grinders' phthisis.

As in New Brunswick and Prince Edward Island, the Board is authorized to order any workman to be medically examined to determine whether he is affected with an industrial disease, or to determine the progress of the disease. If a workman does not comply his employer is subject to penalty if he continues to employ him.

Medical Aid

An injured workman is also entitled to medical aid, under provisions similar to those previously described in the Prince Edward Island Act. An amount not to exceed \$15,000 a year may be spent to lessen handicaps resulting from injuries.

Accident Prevention

The Board is given wide powers to carry out measures for the prevention of accidents and industrial diseases. The Board may investigate working conditions to determine what safety devices or other safeguards are required and may make rules and regulations, of general or special application. The Board may also arrange exhibits of safety devices, publish accident prevention bulletins, and arrange for lectures for employers, workmen and the general public regarding first aid and the

causes and prevention of industrial accidents and diseases, and appoint advisory committees, representative of workmen and employers, to assist the Board in establishing safety standards. Before the adoption of rules or regulations the Board may confer with a committee of not more than five employers representative of the industries affected, and with a committee of an equal number of the workmen concerned.

Where the Board has determined that safety devices are necessary, it may order the installation or adoption of such devices within a specified time. The order is to be posted in a conspicuous place by the employer, and kept posted until it has been complied with and its removal has been authorized by the Board. If the employer fails to comply with such an order, or if the Board is of the opinion that conditions of immediate danger exist, "the Board may in its discretion order the employer forthwith to close down the whole or any part of the employment or place of employment and the industry carried on therein". Every employer who fails to comply with a safety order made by the Board is guilty of an offence and liable on summary conviction to a fine not exceeding five hundred dollars for each day on which the offence continues. The Board or its officers is required to report to the Department of Health any breach of the Health and Public Welfare Act.

Leave from the Board to commence operations is required in the case of every mine, plant or establishment which has not been in operation for seven months and in which power-driven machinery is used. The employer is required to report to the Board that the plant is ready for operation, and following inspection the Board may grant leave to operate if the establishment is found to be reasonably free from danger to persons employed in it. Pending inspection the Board may grant a temporary permit. A fine of from fifty to one thousand dollars a day is provided for contravention of this section.

Individual Liability

Part II applies to industries not included under Part I, but excludes farm workers, domestic workers and fishermen. As under the individual liability provisions of Acts in other provinces, an injured workman has the right of action in the courts against an employer for damages sustained. Where a worker employed by a contractor or subcontractor is injured due to the negligence of the person for whom the work is being done, the latter may be sued for damages. The contractor or subcontractor is also liable, but the claimant cannot recover

double damages. In the case of death of a workman through injury his dependents may recover such damages as they are entitled to under Chapter 213 of the Consolidated Statutes of Newfoundland, "Of Compensation to Families of Deceased Persons when Death occurs through Negligence".

Blind Workmen

The Blind Workmen's Compensation Act, to come into force on proclamation, is similar to statutes in effect in Alberta, Nova Scotia, New Brunswick, Ontario, Quebec and Saskatchewan. The Department of Labour is to pay into the Accident Fund established under the Workmen's Compensation Act the full cost of compensation in excess of \$50 payable in respect of an injury to a blind workman employed in an industry under Part I of the Workmen's Compensation Act. The employment of the blind workman must, however, have been approved by the Canadian National Institute for the Blind or other organization designated for the purpose by the Lieutenant-Governor in Council.

As in four other provinces, the Act provides that where an employer employs a blind workman or changes his employment without the approval of the Institute he is deemed to have waived his rights under the Act.

Minimum Wages

The Minimum Wage Act, applying to both men and women workers, provides for a permanent government Board to be set up to make recommendations to the Lieutenant-Governor in Council regarding minimum rates of wages, minimum overtime rates, and other conditions of work for any classification of employees. The Act, which is similar to the Minimum Wage statutes of the other provinces, repeals the Labour (Minimum Wage) Act, 1947, under which advisory committees could be set up to investigate conditions of employment in any particular industry and to make recommendations to the Lieutenant-Governor in Council regarding minimum rates.

The new statute is very wide in its coverage, applying to all persons who work under a contract with an employer whether by way of manual labour, clerical work or otherwise and includes apprentices.

Provision is made for a Minimum Wage Board of three members appointed by the Lieutenant-Governor in Council, one member representing management, one labour and an impartial chairman. The

members of the Board are to hold office during pleasure and are to be paid remuneration and travelling expenses as the Lieutenant-Governor in Council may determine.

The Board on its own initiative may, and at the request of the Minister of Labour must, conduct investigations into the terms and conditions of employment in any trade and make recommendations to the Lieutenant-Governor in Council regarding the trade or area to which a minimum wage order should apply; the classes of employees to be covered; the minimum rates of wages; the maximum hours for which such wages shall be paid, compensation for overtime; rates for part-time employees, apprentices, inexperienced or handicapped employees and for piece work; deductions from wages where board and lodging, uniforms, etc., are supplied by the employer, for time lost through illness, holidays, etc., and for special privileges resulting from the nature of the work performed.

On the recommendation of the Minister, the Lieutenant-Governor in Council may, by order, give effect to the Board's recommendations, with any amendments deemed necessary, and he may also prescribe penalties for a breach of the provisions of the Order. Minimum Wage Orders must be published in the *Newfoundland Gazette* and they must be laid by the Minister before the Legislature within 15 days after issue or within 15 days after the Legislature is in session. The Board must review Orders at least every two years and recommend to the Lieutenant-Governor in Council that they be continued in force, amended or revoked.

Newfoundland is like Manitoba, Alberta, Saskatchewan and Quebec in requiring the approval of the Lieutenant-Governor in Council before a minimum wage order can take effect. In the other provinces rates are fixed directly by the Boards. In New Brunswick the Board's Orders are subject to review by the Minister.

For the purpose of obtaining information as to the prevailing rates of wages and conditions of employment, the Board may arrange for a conference between employers and employees or their representatives in any industry. The Board has power to summon witnesses to attend and give evidence on oath.

Employers are required by the Act to keep complete records of the names, addresses, rates of wages, hours of work and actual earnings of each employee and they must make the records available for examination to any member or representative of the Board or officer of the

Department. Every employer must keep posted in a conspicuous place on his premises a copy of any Order affecting his establishment.

The Lieutenant-Governor in Council may appoint such officers as he deems necessary for securing the proper observance of the Act, who will have the power of entry of premises and inspection of records.

An agreement between the employer and employee for payment of wages below the minimum is void, and the parties are guilty of an offence.

If an employee is not paid the full amount of the prescribed wages, he is entitled to recover from his employer by court action the amount due him, and in case of dispute, the burden of proof is on the defendant.

Employers are forbidden to discharge or discriminate in any way against an employee who has testified in any proceedings under the Act or who has assisted the Board in any way. If an employer is convicted of this offence, in addition to other penalties imposed by the Act, the court may order the employer to pay the employee compensation for loss of employment not exceeding the sum equivalent to the wages that would have accrued up to the date of conviction had he not been discharged. The court may also order the re-instatement of the employee.

A penalty not exceeding one hundred dollars for the first offence and, in default of payment, of imprisonment for not more than three months is provided for an employer who is convicted of an offence under the Act. For each subsequent offence a fine of not more than two hundred dollars and, in default of payment, imprisonment for not more than six months is provided.

Food and Drug Handling

A new Food and Drug Act sets out minimum standards for the sanitary handling of food in the public interest and requires the licensing and inspection of premises where food is prepared, stored or sold. The provisions of the 1943 Act providing for medical examination of employees in food handling trades are continued in the new statute. The 1943 Act was rescinded on July 15, 1950, when the Federal Food and Drug Act came into force in Newfoundland.

The Act applies to all places where food is prepared or sold including hotels, restaurants, delicatessens, bakeries, breweries, bottling plants, cold storage plants, dairies, slaughter houses, preserve factories, ice plants, and factories where tinned goods, drugs or medicines are prepared and packed.

An annual licence from the chief health inspector must be obtained by every person who wishes to operate a food handling trade. The licence may be cancelled if the holder is convicted of a breach of the Act or if the inspector finds that the premises have become unsuitable for the trade for which they have been licensed.

Inspectors must be allowed to enter and examine at all times any place where foods or drugs are prepared or sold.

All persons employed in a room where food is prepared must be clean in their personal habits and keep all articles and utensils in the room in a sanitary condition according to a standard of cleanliness approved by an inspector.

A person who works where food is prepared may be required by the Minister or by an inspector to undergo a medical examination to see if he is suffering from a contagious disease which might contaminate the food. Any person who is found to have a contagious disease is forbidden to work in a place where food is prepared or sold until he has received a permit from the Minister.

Regulations may be made by the Minister prescribing minimum standards for workmen and equipment in the food handling trades and requiring owners or managers of hotels and restaurants to make written returns of the names, addresses and descriptions of persons employed by them. General regulations have been made and are summarized in this issue.

Tourist Establishments

The Tourist Establishments Act, 1950, which came into effect on proclamation September 5, 1950, replaces the Newfoundland Tourist Traffic Development Board Act, 1936. The new Act gives to the Lieutenant-Governor in Council the power to make regulations regarding the classification of tourist establishments and the issuing of licences, to prescribe ground plans, hygienic conditions, and safety measures, the furnishing of the establishments, and monthly returns on the people accommodated in them.

These regulations may also deal with the health of the persons employed in the tourist establishments, or in connection with their maintenance. They may prescribe the production of a health certificate by the persons employed, and prohibit the employment of persons suffering from any contagious or infectious disease.

The regulations will be regarded as minimum requirements only. They are to be published in the *Newfoundland Gazette* and will have effect from the date of their publication.

Anyone who contravenes the provisions of the regulations will be liable upon summary conviction to a fine, not exceeding one hundred dollars, and in default to three months' imprisonment, or to both penalties.

The Minister of Economic Development is charged with the administration of the Act.

Sunday Closing in Garages and Service Stations

The Garage and Service Station (Sunday Closing) Act, 1943 was amended in respect

ALBERTA

At the 1950 session of the Alberta Legislature, which lasted from February 23 to April 5, the Alberta Labour Act, which consolidates the greater part of the labour legislation of the Province, was the subject of a large number of amendments, most of which were suggested and agreed upon at a conference of representatives of labour, employers' organizations and the public, and Government officials held in June, 1949. A new Act for the regulation and inspection of quarries was passed.

Labour Act

Effective from July 1, extensive amendments were made to the Alberta Labour Act, 1947, which consolidates in one statute provisions relating to hours of work, minimum wages, labour welfare, holidays with pay, industrial standards and conciliation and arbitration. The changes made in the Act were discussed and agreed to at a four-day conference of labour and management representatives and Government officials which was held in June, 1949, and all the amendments proposed at the Conference were passed by the Legislature. Several of the changes made bring sections of the Act into line with the federal Industrial Relations and Disputes Investigation Act or with the industrial relations legislation of some of the other provinces.

Changes were made in all five parts of the Act but those dealing with conciliation and arbitration are of most consequence. The certification of company-dominated unions is prohibited, and the definition of "employee" has been changed to exclude persons in a managerial or supervisory capacity and certain professional classes. The Board of Industrial Relations has been given new powers including the certifying of bargaining agents (formerly done by the Minister of Labour) and in cases where a Conciliation Commissioner is unable to settle a dispute the Board is given authority to review his report and to make recommendations to the Minister as to whether

to the provision requiring garages and service stations in the St. John's area to remain closed on Sunday unless special permission was granted by a Stipendiary Magistrate or the Chief of Police. The 1943 Act expressly forbade any employee to be employed in a garage or service station on Sunday.

The effect of the amendment is to permit the sale of gasoline or oils on Sunday.

Repair or service work or the sale of parts or accessories is still prohibited on Sunday.

or not he should appoint a Board of Arbitration. Formerly, the Minister automatically appointed an Arbitration Board when a Conciliation Commissioner failed. Another amendment provides that if, before an award is made by the Board of Arbitration, the parties agree in writing to accept the Board's decision, then the award will be binding on the parties. Other changes provide that an employee must revoke a check-off in writing; protect the pension rights of an employee who has participated in a lawful strike or lockout or has been dismissed contrary to the Act; and set out special provisions governing the effect on certification and on a collective agreement when a business is sold or transferred.

Amendments to other parts of the Act provide that holidays with pay may now be included among the subjects to be negotiated at a conference between employers and employees and may be included in the ensuing industrial standards schedule; penalties may be imposed on employers who fail to grant holidays with pay as authorized by the Board; the Board may authorize wages less than the minimum for handicapped workers only on their own request; the employment of women on night shifts for two months after childbirth may be prohibited by the Board, as well as the employment of children under 15 in any work outside of the prohibited employments set out in the Act without the consent of the Board; and when employees have been notified of their hours of work or their shifts, these must not be changed without 24 hours' notice to the employees concerned.

Administration

An amendment provides for an increase in the personnel of the Board of Industrial Relations by the addition, on appointment by the Minister of Industries and Labour, of a chief executive officer, a secretary, and other officers which the Board may require.

The section was clarified which allows the Board to arbitrate between employers and employees in any case where in its opinion there has been a violation of any provision of the Hours, Minimum Wages, Labour Welfare or Industrial Standards sections of the Act, or of any order, regulation or schedule made under these sections. It is now made clear that this provision does not apply to the Conciliation and Arbitration section (Part V) of the Act.

A minor amendment makes it clear that the Board or its chairman or an inspector may require an employer to produce as well as keep correct statements respecting wages and hours and conditions of employment.

It is now stipulated that employers who fail to keep the employment records which the Act requires will be guilty of an offence. A fine on summary conviction of not less than \$25 and costs and not more than \$500 and costs, or in default of payment imprisonment from 30 to 120 days, is provided for an employer who falsifies wages and hours records or gives misleading information to the Board respecting conditions of labour.

Hours of Work

Only minor amendments were made in the Hours of Work section (Part I). As before, the employer is required to notify his employees of the hours at which work begins and ends, or the hours at which each shift begins and ends by posting notices in conspicuous places or by some other method approved by the Board. It is now provided that when the employee has been notified, the hours must not be changed unless at least 24 hours' notice is given to the employee.

A further amendment exempts employers from the necessity of recording the hours of work and wages of persons employed in a confidential capacity or holding managerial or supervisory positions. These persons are not covered by the hours provisions of the Act.

Minimum Wages

An amendment to the section which permits the Board to grant a permit authorizing payment of wages less than the minimum to handicapped employees, empowers the Board to issue such permits only on the written request of any such employee.

As previously, an employee who is paid less than the minimum wage may recover from his employer, in a civil action, the difference between the amount paid and the amount of the minimum wage, with costs of the action. However, he is no longer required to give written notice to

his employer within six months of leaving his employment of his intention to bring action, or if he does not leave, within six months of the making of a minimum wage order affecting him or within six months of his entry into the employment, whichever event is later. The employee must, however, still bring action within 12 months from the date on which the cause of action first accrued.

Labour Welfare

An amendment to the section which forbids the employment of a child under 15 in or about a factory, shop or office building prohibits the employment of a child under 15 in any other employment without the consent of the Board.

The Board is given power to prohibit the employment of a woman on night shifts for two months after childbirth as well as during the whole period of her pregnancy, as before. The Board also has power to prohibit the employment of women on day shifts for six weeks before and two months after childbirth.

Employers of over 50 workers may be required to employ a qualified first-aid attendant and, by an amendment, this requirement may also be imposed on an employer who operates an industry in an isolated area where less than 50 employees are engaged.

Holidays with Pay

It is now provided that, for the purpose of computing holidays with pay where a business is sold, leased or transferred, the employment of the employee will be deemed to have been continuous and uninterrupted by the transfer to new ownership or control. A penalty of from \$10 to \$500, with costs, is provided for violation of an order of the Board requiring employers to grant holidays with pay. In addition to the fine, the convicting magistrate has authority to order the employer to give his employee the holidays with pay to which he is entitled within the time fixed by the court or, if the employee has left his employ, to pay to the employee or to the court the money due in lieu of holidays with pay. In default of payment of the fine or compliance with an order, the employer is liable on summary conviction to imprisonment for a term of from 10 to 90 days.

Industrial Standards

Holidays with pay are now included among the subjects to be negotiated at a conference of representatives of employers and employees in an industry and in the terms of the industrial standards schedule drawn up by such a conference, provided

that the vacation-with-pay plan is not less favourable to employees than the holidays-with-pay provision set out in the Orders of the Board.

A schedule may be declared in force by the Lieutenant-Governor in Council if it is agreed upon in writing by a proper representation of *the majority of* employers and employees. The italicized words are new. Employers or employees may now apply to have a schedule amended or rescinded after it has been in force for 10 months, instead of for 12 months as before. The revocation or amendment, however, will not be effective until after the expiry of 12 months from the date on which the schedule was declared in force.

Conciliation and Arbitration

Several amendments were made to the definitions under this section chiefly to bring them into line with those in the federal Act. "Bargaining agent", which has been re-defined to strike out the reference to an organization or association of employees, now means a trade union that acts on behalf of employees in collective bargaining or as a party to a collective agreement with their employer. Excluded from the definition of "employee" are a manager or superintendent or any other person who, in the opinion of the Board, exercises managerial functions or is employed in a confidential capacity in matters relating to labour relations, and members of the medical, dental, architectural, legal and engineering professions. The definition of "trade union" was amended to exclude an employer-dominated organization.

An application for certification of a bargaining agent will now be made directly to the Board to be dealt with instead of being submitted to the Minister who formerly referred it to the Board for inquiry and report. In addition to making inquiry as to whether or not the trade union has been elected by a majority of the employees entitled to vote, and whether the unit is appropriate for collective bargaining, the Board must inquire into other questions of fact which may be material in considering the application for certification of a bargaining agent. It is now stipulated that the Board itself is to be the authority to determine which other facts may be material. As previously, the Board must complete its inquiry within 21 days after it receives the application but it is now stated that the 21-day period is exclusive of statutory holidays.

The Board, instead of the Minister, is to certify the bargaining agent. As in the federal Act, no trade union or organization of employees may be certified, the admin-

istration, management or policy of which is, in the Board's opinion, dominated by an employer or influenced by an employer so that its fitness to represent employees for collective bargaining is impaired, and any agreement made between an employer and such a union is not to be recognized as a collective agreement for the purposes of the Act.

As before, a dispute may, on application of either party, be referred to a Conciliation Commissioner who is required to transmit his report to the Board (formerly to the Minister) within 14 days or such longer time as may be agreed to by all parties. The Conciliation Commissioner is given wider powers. The information which he is required to set out in the report is now specifically laid down and includes the matters on which the parties have agreed, and those on which they cannot agree, together with his recommendations on the matters in dispute and on the advisability of appointing a Board of Arbitration.

A different procedure is now set out in cases where a Conciliation Commissioner is unable to bring about any settlement or adjustment of the dispute. The Board must consider the Commissioner's report and *may* recommend to the Minister the appointment of a Board of Arbitration (which may as appropriately be called a Board of Conciliation). If, in the opinion of the Minister, a further endeavour should be made to bring about agreement between the parties, he may appoint a Board of Arbitration consisting of three arbitrators, one the nominee of the employer concerned, a second the nominee of the union and a chairman nominated jointly by the other two. The Act before amendment provided that, failing settlement by the Conciliation Commissioner, the Minister was automatically required to refer the dispute to a three-man Board of Arbitration.

Formerly, it was mandatory that the award of a Board of Arbitration be made retroactive to the date of the application for the appointment of a Conciliation Commissioner or for the intervention of the Minister. Now, however, the effective date of the award is left to the discretion of the Board of Arbitration.

The report of a Board of Arbitration is not binding. It merely contains recommendations for settlement which must be voted on by secret ballot of the employees directly affected and by the employers, respectively.

An amendment, however, adds new provisions, similar to those in the federal Act, which provide that if, before an award is made, the parties agree in writing to accept the Board's decision, the award will be

binding on the parties who must give effect to it without submitting it to a vote and must include the terms of the award in a collective agreement.

A new subsection permits the employer, during the time that a strike or lockout is prohibited, to give effect to a proposed change in wages or hours if he has the consent of the bargaining agent. A further section provides that where a dispute arises, the employer may not bring into effect a proposed change in wages, hours or conditions of employment except with the consent of the employees or of the bargaining agent, and strikes and lockouts are forbidden before application is made for conciliation services or for the intervention of the Minister. The requirement that the consent of the bargaining agent be obtained is new.

An amendment to the section which governs the procedure for taking a strike vote provides that no strike or lockout may occur until a vote has taken place under the supervision of the Board and a majority of the employees *entitled to vote* have voted in favour of a strike. Formerly, this section was worded to require a majority of the employees *affected* to have voted in favour of strike action.

An employer is now prohibited from depriving an employee of any pension rights or benefits to which he would otherwise be entitled by reason only of his participation in a legal strike or lockout or by reason only of dismissal contrary to the Act. This is similar to a provision in the federal Act.

Where a business or part of it is sold, leased or transferred, the new owner or manager will be bound by all proceedings relating to collective bargaining, conciliation and arbitration under the Act. If a bargaining agent was certified, the certification will remain in effect and if a collective agreement was in force it will continue to bind the purchaser as if it had been signed by him. No changes may be made in the agreement during its term without the approval of the Board. This provision is similar to one in the British Columbia, Manitoba and Saskatchewan statutes.

Another new section, similar to one in the British Columbia Industrial Conciliation and Arbitration Act, provides that an extra-provincial company whose board of directors does not meet in the Province must appoint a person resident in the Province to bargain collectively with the certified bargaining agent and to conclude and sign a collective agreement on its behalf or it will be guilty of an offence. The collective agreement will be binding on the company.

The section forbidding trade unions or employees' organizations or their representatives to solicit union membership on the employer's premises without his consent "while the employees are on duty" was changed to read "while the employees are working".

Two new provisions are concerned with the check-off of union dues which is presently provided for in the Act. An employee must revoke a check-off in writing. At least once a month the employer is required to remit the dues deducted to the trade union, together with a written statement of the name of the employee and the amount of the deduction until such time as a revocation signed by the employee is delivered to the employer. The employer is required to send a copy of such revocation immediately to the trade union concerned.

Security for Wages

Several amendments, effective from July 1, were made to the Industrial Wages Security Act which ensures the payment of wages to workers in mining and lumbering by requiring all operators in these two industries to furnish the Minister each year with security for the protection of the wages of employees in case the employer defaults. The Act provides that quarries, salt works, and drilling operations for natural gas, oil or salt may be brought within its scope by Order in Council (L.G., 1938, p. 632; 1942, p. 589).

Each employer is required, before beginning operations each year, to deposit with the Minister security for the payment of wages to his workmen for the next 12 months. Formerly, the security had to be given before June first each year but administrative difficulties arose because operation of some industries did not commence till after that date.

A further amendment requires an employer who has been ordered to cease operations because he has defaulted in the payment of wages to furnish security in an amount equal to twice the greatest amount paid by him for wages in one month during the 12-month period preceding the date of beginning the year's operations. In most other cases the security required is the greatest amount paid by the employer in one month during the previous year.

The definition of wages now inserted in the Act is the same as that in the Alberta Labour Act and includes any compensation for labour or services measured by time, by the amount of work performed, by piece work or otherwise.

Imprisonment for a term of from 30 days to six months may now be imposed for

continuing to operate a mine or lumbering industry after an order to cease operations has been issued, as an alternative penalty in default of payment of the fine of \$100 a day which the Act provides for this offence.

A minimum fine of \$100 has now been fixed in addition to the maximum of \$1,000 for an employer who fails to make to the Minister the annual statement of wages paid or any other returns required by the Act.

Regulation of Quarries

Effective from July 1, a new Quarries Regulation Act provides for the regulation and inspection of quarries in the Province in the interest of safety of the workmen and of the public. The Act will not cover sand and gravel operations unless they are classified as quarries by a notice of the Director of Mines published in the *Alberta Gazette*.

The Act empowers the Lieutenant-Governor in Council to make regulations for the purpose of ensuring public protection and the safety of persons employed in or about a quarry, and governing the operation of quarries. Such regulations have been made (L.G., 1950, p. 1699).

Quarries inspectors and other employees required for the administration of the Act may be appointed by the Minister of Mines and Minerals. Inspectors must report to the Director regarding the condition of quarries and the observance of the regulations. The owner or manager must, on penalty of a fine, admit the inspector at any time, give him every reasonable aid, and answer all his inquiries relating to the operation of the quarry. The inspector must notify the manager in writing of any danger or defect in the quarry and require it to be remedied. He may require the withdrawal of the men from the quarry, in which case the owner must only permit repairs to enter the quarry until the requirements of the notice are carried out to the inspector's satisfaction.

Within six months from the effective date of the Act every owner operating a quarry must apply to the Director for a permit to operate and no new quarrying operations may begin without a permit. The Minister may cancel or suspend a permit for cause after an inquiry has been made into any representation that the holder of a permit has failed to comply with the Act or regulations or an inspector's notice. He may renew or restore the permit on such conditions as he thinks fit. Before quarrying operations are abandoned, a notice of intention to abandon must be sent to the Director and his written consent obtained.

The Director must be informed in writing within 10 days of any change in ownership or supervision of a quarry.

Loss of life or serious injury must be reported immediately to the Director and a full report sent to him within 24 hours with any other information that the Director may require.

The Act provides for fines to be imposed on summary conviction on an owner or manager who defaults in carrying out a duty imposed by the Act, or fails to comply with an inspector's notice or on any person who contravenes a regulation. Not more than \$100 may be imposed for each offence, or in the case of a continuing offence, \$100 for the first day and not more than \$50 for each subsequent day during which the offence continues.

Hospitalization

The Hospitalization of City Residents Act authorizes the council of any city to pass by-laws establishing a hospitalization scheme to provide standard ward accommodation to residents of the city at a cost to the patient of one dollar or less per day for each day that the patient is in hospital.

The money required to operate the scheme will be raised by the levy and collection of a mill rate or by a contract plan for hospitalization.

Any such by-law may be put into effect without a vote of the residents or of the electors.

An amendment to the Hospitals Act, effective from June 1, makes provision for the payment from provincial funds of hospitalization grants to municipalities which provide \$1-a-day hospitalization for their ratepayers and non-ratepayers. To be eligible for a grant the Board of a municipal hospital district must operate a hospital for its ratepayers or have made arrangements for the hospitalization of its ratepayers by means of an agreement with an approved hospital. The agreement must be approved by the Minister of Public Health.

No grant will be paid in respect of any ratepayer when hospitalization is provided under The Workmen's Compensation Act or any other legislation passed by the Province.

Credit Unions

Effective from July 1, an amendment to the Credit Union Act provides for a simpler method of compelling a credit union to reorganize its affairs when they are being mismanaged. After the Supervisor of Credit Unions has made an inquiry he may, with the approval of the Minister of Industries and Labour, cancel the incorporation

of the credit union or notify it that it must reorganize its affairs within 90 days. After 90 days, if his notice has not been complied with, the Supervisor may cancel the incorporation of the credit union and appoint a liquidator. Formerly, the Supervisor, at the direction of the Minister, was required to call a general meeting of the members and following the meeting report to the Minister. The credit union is prohibited from disbursing money without the consent of the Supervisor after it has received a notice to reorganize its affairs.

Old Age Pensions

An Act to amend the Old Age Pensions Act ratifies a new agreement made on June 24, 1949, between the Province and the Government of Canada for the payment of pensions. Under the new agreement, the maximum pension payable by the Province is increased from \$360 to \$480 a year. The increase is in accordance with an amendment to the Dominion Old Age Pension Act, effective May 1, 1949, which raised from \$30 to \$40 the basic monthly pension to which the Dominion Government contributes 75 per cent of the cost and the provinces the remaining 25 per cent together with administrative costs.

In 1949 the supplementary allowance payable to old age and blind pensioners was raised from \$7.50 to \$10 a month. A 1950 amendment to the Old Age Pensions (Supplementary Allowances) Act, however, makes it clear that the increased rate is payable only after March 31, 1950. This amendment is retroactive to June 1, 1949.

A motion carried on March 14 requested the federal Government to enact the neces-

sary legislation to enable old age pensioners to supplement their pension by total allowable earnings of \$240 a year in the case of single pensioners and \$480 a year for married pensioners.

Loans to Municipalities

In accordance with a resolution adopted by the Legislature on March 9, an Act cited as the Self-Liquidating Projects Act was passed to authorize the Provincial Treasurer, with the approval of the Lieutenant-Governor in Council, to grant a loan to a municipality for such municipal self-liquidating projects as the construction, extension or improvement of a municipal water works system, gas plant, or electric light system.

The resolution mentioned above urged the federal Government, in view of the seriousness of the unemployment situation in various municipalities throughout Canada, to re-enact the Municipal Improvement Assistance Act of 1938 which was designed to alleviate unemployment and at the same time assist municipal development by providing low cost money to municipalities for self-liquidating construction projects. In addition, the Provincial Government was urged to give consideration to enacting legislation to grant further assistance to municipalities for self-liquidating projects.

Rent Control

To come into effect on Proclamation, the Rental Control Act makes provision for the Government of Alberta to take over rent control for the Province. Under the Act a Rental Control Board may be set up.

NOVA SCOTIA

No widespread changes were made in the labour laws of the Province by the 1950 session of the Nova Scotia Legislature which opened on March 21 and prorogued on May 6. The minimum weekly benefit provided for a totally disabled workman was increased by an amendment to the Workmen's Compensation Act. The Labour Act, which gives residents of the Province preference in employment, was renewed until May, 1951. Amendments were made to the Children's Protection Act, the Mines Act, the Scalpers' Act, the Vocational Education Act and the Motor Vehicles Act.

Workmen's Compensation

An amendment to the Workmen's Compensation Act raises from \$15 a week to \$75 a month the minimum benefit payable

to a workman who is totally and permanently disabled. As before, the regular weekly rate of compensation in a total permanent disability case is two-thirds of the worker's average weekly earnings payable during his lifetime; the new \$75 rate being the minimum rate which he must receive. This is the second time in two years that the minimum rates for this type of disability have been raised; in 1949 they were raised from \$12.50 to \$15 weekly.

The increased minimum benefit is made retroactive to May 1, 1950. Although the new rate will apply to persons receiving compensation for injuries which they suffered at any time before May 1, they will not be able to claim payments at the increased rate retroactively to the date of the injury.

Employment of Non-Residents

Preference in employment in the Province is given to Nova Scotia residents under the terms of the Nova Scotia Labour Act. The Act, which was first passed in 1933, is renewed annually and is now to be in effect until May 1, 1951.

Under the Act no person or corporation employing 25 or more persons may hire a worker who has not resided in the Province for at least a year, unless the worker produces a certificate from the government employment agent or clerk of the city, town or municipality where he is to be employed, stating that there are no unemployed residents available who would or could do the work. A fine of not more than \$500 may be imposed for a violation of the Act.

Employment of Young Persons in Shops

A revision and consolidation was made in the Children's Protection Act, now renamed the Child Welfare Act. The sections of the former Act which made it an offence to employ boys under 14 and girls under 16 in shops for more than eight hours a day and four hours on Saturday have been omitted from the new Act. This provision has been in the statutes since 1909.

This amendment will come into force on proclamation.

Inspection of Mines

The Mines Act was revised and consolidated. The new Act, like the 1941 Act which it replaces, provides for a mines inspection staff composed of a Chief Inspector and other inspectors and officers, to carry out inspections under the Coal Mines Regulation Act and the Metaliferous Mines and Quarries Regulation Act as well as under the Mines Act itself. The revised section now specifically provides for the appointment of an Electrical Inspector, an Assistant Electrical Inspector, a Mechanical Inspector, an Assistant Mechanical Inspector, a Chief Mining Engineer and one or more Mining Engineers, and sets out their respective duties.

Licensing of Timber Scalers

An amendment was made to the Scalers' Act. This Act, which was passed in 1945 but has not yet been proclaimed in effect, provides for the examination and licensing of persons to scale and measure timber. A fee of \$3 has now been set for each candidate for examination for a scalers' licence

or for a waiver of examination. The amendment further provides that a surveyor of lumber or a measurer of cordwood who has been appointed by a city, town or municipal council is not required to be licensed as a scaler.

Vocational Education

By an amendment to the Vocational Education Act, certain powers and duties of the Council of Public Instruction in respect to the establishment, maintenance and direction of schools and courses under the Act have been transferred to the Minister of Education. The Minister of Education is now empowered to establish night schools, miners' and apprenticeship schools, schools for vocational education teachers and to establish correspondence courses.

Industrial Assistance

An amendment to the Industrial Assistance Act transfers the administration of the Act from the Minister of Industry and Publicity to the Minister of Trade and Industry. In addition to the power to make loans for the purpose of acquiring land, buildings, machinery, implements, plant or equipment for an industry, the Minister is now empowered to make loans or guarantee loans for the provision of working capital in any industry and he may include in the loan an amount sufficient to cover all or part of any existing debts or obligations of an industry. The loan to cover debts or obligations may not exceed one-half of the total amount of the loan.

Motor Vehicles

The Motor Vehicle Act was amended to make it clear that no person under the age of 21 years may drive a motor vehicle while it is being used as a passenger-carrying vehicle for hire. The Act formerly implied that a person over 18 could drive a school-bus although the Act otherwise prohibited any person under 21 from driving a motor vehicle used as a passenger-carrying vehicle for hire.

Mothers' Allowances

An amendment was made in the Mothers' Allowances Act to provide for a Director of Mothers' Allowances. Formerly, the Director of Child Welfare appointed under the Children's Protection Act filled this position. This amendment was proclaimed in force on June 12, 1950.

PRINCE EDWARD ISLAND

The Prince Edward Island Legislature, which met on February 27 and was prorogued on March 30, broadened the scope of the Workmen's Compensation Act passed last year and strengthened the powers of the Workmen's Compensation Board in several respects. A new Mechanics' Lien Act was passed and a minor amendment was made to the Co-operative Association Act.

Workmen's Compensation

The power of the Workmen's Compensation Board in taking accident prevention measures has been increased and the scope of the Act has been broadened by an amendment to the Workmen's Compensation Act.

The Act provides that the Board has the authority to inspect the premises of any employer within the scope of the Act to ascertain whether adequate safety appliances and safeguards are being used. The amendment now stipulates that where safety devices are, in the Board's opinion, necessary for the prevention of accidents or disease, the Board shall give notice to the employer ordering the installation and adoption of such devices within a fixed time.

Further, if the Board considers that an accident to a workman was due to the failure of the employer to comply with the regulations or the directions of the Board, the Board may now levy upon the employer a special contribution to the Accident Fund not exceeding one-half of the amount of compensation payable in respect of the injury.

Radio broadcasting stations and restaurants and any occupations incidental to these businesses have been added to the list of industries and occupations which the Act covers. Farming, fishing and domestic service remain the main exceptions from the application of the Act.

The Act now specifically excludes from its scope any child under 15 years of age. By the Prince Edward Island Minimum Age for Industrial Employment (International Labour Convention) Act of 1945, a child under 15 is prohibited from employment in any private industrial undertaking, or in any industrial undertaking carried on by the Provincial Government or by a municipal corporation.

The Board is empowered under the Act to determine all questions of compensation matters and, except in matters of its jurisdiction or questions of law from which appeals to the Supreme Court are allowed, the Board has final and conclusive juris-

diction. The amendment expressly adds to the list of questions of fact which the Board may determine, the question of whether personal injury or death has been caused by accident.

The amendment further provides that the assessments which the Board is empowered to levy upon and collect from employers are subject to revision by the Board as may be necessary to meet the claims payable from the Accident Fund. Previously, in the first year of operation of the Act, the assessments were based on the minimum table of rates established as of January 1, 1948, by the Workmen's Compensation Board of New Brunswick, and were subject to such revision as the Board deemed necessary.

The special powers given to the Board to invest the funds under the Act or borrow any sum have been made subject to approval of the Provincial Treasurer.

Under the Act, the minimum weekly compensation payable to a workman who is permanently and totally disabled by an accident is set at \$12.50 or the amount of his weekly earnings if less than that amount. The amendment now makes it clear that, in such a case, the Board may fix the compensation payment at \$12.50 weekly even though the worker's earnings are less than that amount.

Mechanics' Lien

A new Mechanics' Lien Act was passed, repealing the former Act of 1938 and bringing the legislation more in line with similar laws in the other provinces.

The Act provides that any person performing work in respect of, or furnishing material to be used on an improvement, i.e. anything constructed, erected, built, placed, dug or drilled, shall have a lien for wages or for the price of work or materials supplied. Agreements by workmen to waive the provisions of the Act have no effect, nor has any device by the owner, contractor or sub-contractor to defeat the priority given by the Act to a labourer for his wages. Payments made to defeat or impair a lien shall be null and void for that purpose. Under the former Act, an express agreement could waive the right of a workman to a lien for such work.

Liens have priority over all judgments, attachments, garnishments, etc. issued or made after the lien arises, and liens for wages have, to the extent of 30 days' wages, priority over all other liens. No claim of lien for less than \$32 may be registered.

A sworn statement of claim of lien for wages and services may be registered in the

office of the Registrar of Deeds for the county in which the land is situated at any time during the 30 days after the doing of the last work for which wages and services are owing.

Other requirements of the Act are designed to ensure discharge of the lien. An owner, liable under a contract in connection with which a lien might arise, must deduct from any payments he makes under the contract an amount equal to 20 per cent of the value of the work done or material supplied, and must retain the amount for a period of 30 days after abandonment or completion of the contract. Where the value of the work and material supplied exceeds \$15,000 the amount to be retained is 15 instead of 20 per cent. Where a lienholder gives the owner written notice of his lien, stating under oath the amount claimed, the owner shall retain from the amount payable to the contractor under whom the lien is derived an amount stated in the notice in addition to the deduction specified above. This amount shall constitute a fund for the benefit of the lienholder who gives notice, and any payment made to a lienholder from this fund shall not disentitle him to claim for any balance remaining payable to him. If a lien has not been registered, payment of the amount required to be retained may be made after 30 days have

elapsed from the completion or abandonment of the contract. If a lien has been registered, payment may be made either after 30 days have elapsed from the completion or abandonment of the contract or, unless proceedings have commenced, on the expiration of two years from date of registry, whichever is the sooner.

Where property is destroyed wholly or partially by fire, any insurance money received by the owner or chargee shall take the place of the property and shall be subject to claims of lien.

A lienholder is entitled to enforce his lien notwithstanding the non-completion or abandonment of the contract by the contractor or sub-contractor under whom he claims provided that the owner shall not be made liable for a greater sum than the sum payable by the owner to the contractor.

Any lien may be enforced by action in the Supreme Court according to the ordinary procedure.

Co-operative Associations

A minor amendment was made to the Co-operative Associations Act, consolidating the section concerning the incorporation of associations. The section now specifically includes associations of farmers and fishermen as well as dairy companies and associations as before.

Recent Regulations Under Provincial Legislation

The regulations this month deal mainly with the safety and health of employees. In British Columbia revised Accident-prevention regulations have been issued by the Workmen's Compensation Board, and in Newfoundland there are new regulations for the sanitary control of food handling trades and of tourist establishments. Newfoundland has also issued Rules of Procedure for the Labour Relations Board.

British Columbia Female Minimum Wage Act

Women licentiates in pharmacy are now excluded from Order 11 which requires rest periods to be given to all female employees in every industry, business, trade or occupation in the Province except farming, fruit picking and domestic service (L.G., 1949, p. 455). The exemption, which was made by Order 11A of October 6, gazetted October 12, became effective October 16.

British Columbia Workmen's Compensation Act Accident Prevention Rules

Effective from September 1, 1950, new accident prevention regulations, issued by

the British Columbia Workmen's Compensation Board after public hearings, replace those of 1945 as amended (L.G., 1945, p. 1531; 1950, p. 1066).

Revised and consolidated, the regulations relate, as before, to all buildings and structures covered by the Act in or about which workmen are employed, and deal with lighting and ventilation, ladders, stairways, floors, etc., protective clothing and equipment, machinery and machine-guarding, welding, cranes and derricks, the use of explosives, construction, painting, window cleaning, saws, woodworking machinery, saw-mills, shingle-mills, logging, punch presses, foundries, storage batteries, electrical installations and equipment, laundries and grain elevators. The rules previously in effect have been more conveniently arranged, with more detailed provisions in some cases, and some entirely new sections have been added. The sections dealing with locomotive cranes and mechanical refrigeration have been deleted.

Accident prevention committees of from 4 to 12 members must now be set up wherever 20 or more workmen are employed instead of where 25 or more men are

employed, as before. Employers are now required to keep posted at all times in conspicuous places on the premises "Notice to Workmen" placards furnished by the Board and to have available for reference a copy of the Accident-prevention regulations.

The section on window cleaning has been revised to bring it more into line with the CSA Code of Practice for Window Cleaning (Z91-1949) and sections on the storage and transportation of explosives are similar to those in the explosives regulations under the Federal Explosives Act.

New sections of the regulations apply to safety belts, guards, metal working equipment, hoists and elevators, and the certification of blasters.

Safety Belts

Safety belts must be worn by workmen when working more than 10 feet above grade if adequate working platform or stages cannot be provided; when entering bins, hoppers, chambers or vessels where there is danger of being overcome by air contamination or oxygen deficiency or of being trapped by the movement of material; when working where there is danger of falling into pits, shafts or moving machinery if the hazard cannot be otherwise guarded, and when working from ladders where both hands are required to perform the work. Workers must also be equipped with life-lines and have another workman stationed where he can readily effect a rescue where there is danger of being overcome by fumes or lack of oxygen, or of being buried by moving material. Detailed specifications are set out for the construction of safety belts and life-lines. Safety belts and life-lines need not be used by structural steel erectors whose work is of such a nature that their use would produce an additional hazard or where a safety net or other adequate protection has been provided.

Guards

Machine guards must provide positive protection against contact with moving parts or prevent access to the danger zone during operation. They must be of substantial construction to resist normal wear and to absorb blows and shocks which may be encountered, and they must be hinged wherever possible to prevent their removal from the machine and to allow for quick servicing, oiling or adjustment. Provision must be made, where possible, for lubricating the machinery without removing the guard.

The section on miscellaneous power transmission equipment requires the contact

faces of all friction-drives to be guarded when necessary. The guards must be arranged to permit the application of lime or other dressing without removing the guards.

Metal Working Equipment

New sections specify the types of guards required for metal working equipment. Splash guards must be provided to protect the operator and the working area from cutting or cooling fluids thrown from the work, and pipe-guards or other enclosures must be used to prevent contact with stock projecting from machine tools. Openings in shaper and planer beds must be filled in solidly or completely covered to eliminate shearing hazards. Railings must be installed at the farthest point of travel of the carriage or table of shapers and planers. The revolving table of vertical boring-mills must be protected by a sheet-metal or pipe-rail guard. Metal saws must, wherever possible, conform to guarding requirements of wood-cutting saws. Forming rolls must be guarded with a barrier in front of the rolls as close as possible to the rolls. An emergency control device must extend across the front of the rolls in such a position that it can be operated by anyone caught between the rolls.

Hoists and Elevators

All elevating equipment used for carrying workmen must conform to the regulations governing the installation, operation and maintenance of elevators issued under the Factories Act, or as provided for in the Coal-mines Regulation Act and the Metal-liferous Mines Regulation Act. No workman must be allowed to ride on a material or construction hoist. Workmen are forbidden to ride on elevators when protective devices are inoperative during their construction or demolition. If work is performed from the cage or platform when it is suspended in the shaftway, it must be securely blocked and positively held in position. Regulations are made for guarding entrances to shaft hoistways, including installations of a temporary nature. The mechanism for raising and lowering the car or platform must include a brake capable of holding at rest the maximum load that may be carried, and specifications are set out for cables and fastenings. All controls for operating power hoisting machinery must be located outside of the shaftway. Notices stating that no one may ride on the equipment must be conspicuously displayed in or on the cage or platform and at each landing.

In the section on construction hoists, the regulations now require a specified signal

system to be installed at all landings and in the hoist-room to control the movement of the hoist platform or skip. The hoisting engineer must only operate the equipment on receipt of the signal.

Certification of Blasters

No person may conduct blasting operations including the preparing, fixing and firing of charges and the handling of misfires unless he holds a blaster's certificate issued by the Board. A candidate for a blaster's certificate must be over 21 years, have a satisfactory knowledge of English and forward to the Board a written statement from an employer certifying that he has had at least six months' experience at blasting or as a blaster's assistant and that by his character, knowledge and experience he is competent to handle explosives. Candidates must be examined for their knowledge of commercial explosives, blasting accessories, the use of safety-fuse, electrical blasting, the transportation and storage of explosives and blasting accessories, the safe use of explosives for general purposes and the Accident-prevention regulations concerning explosives. A certificate is granted for life or during good conduct but it may be endorsed with any limitation or qualification which the Board may determine and it may be suspended or revoked if the blaster is negligent or fails to comply with the regulations. It must be delivered to the employer on commencing employment, be produced for inspection purposes and returned to the employee on termination of his employment. If, at any time the employer believes the blaster to be guilty of a breach of the regulations, he may suspend the blaster from performing his duties and immediately report the suspension to the Board.

When a blasting accident occurs in which a person is injured or where there is an unusual occurrence involving explosives, the employer must immediately forward a report of the accident to the Board with the certificate of the blaster who was in charge of the operations. The Board is to determine whether the certificate should be returned or not, or any penalties imposed.

Penalties

Every person who contravenes any of the regulations is liable to a penalty of not more than fifty dollars. Since 1943 there had been no penalty provision in the Regulations.

Newfoundland Food and Drug Act

General regulations under the 1950 Food and Drug Act were made on August 16, gazetted August 22. The Act requires, in

the public interest, the licensing and inspection of all places in the Province where food is prepared, handled, or sold (L.G., 1950, p. 2080).

Minimum sanitary standards are set out in the regulations with respect to lighting, ventilation, heating and screening of workrooms, water supply, toilets, garbage containers, etc., which must be observed by employers and workmen in all places where food is prepared, handled or sold. Special provisions relate to bakeries, breweries, ice houses, dairies, restaurants, movable shops, snack bars, and cold storage, meat packing, pasteurization and bottling plants.

The regulations apply to St. John's and a two-mile radius, Bell Island, Botwood, Stephenville, Placentia, Corner Brook and a five-mile radius, Channel-Port aux Basques and Fogo. They apply to places within a 15-mile radius of St. John's and Corner Brook with respect to establishments where milk, butter or cream is produced.

Workrooms must be provided with a sufficient number of chairs and benches for the use of workmen. Employees must be provided with a warm dry room for washing and dressing and proper storage space for their clothes.

In restaurants, snack bars, movable shops, dairies, meat packing plants and butcher shops employees must be provided with white washable outer garments. In restaurants and bakeries no personal clothing or private property may be taken into the workroom.

Suitable toilets, lavatories, wash basins, soap and towels must be provided for the use of employees in all food handling trades. In snack bars and movable shops facilities for personal washing, separate from those used for washing utensils, must be provided.

Spitting is forbidden in any premises, stall or vehicle where food is prepared, stored or served unless a sanitary receptacle is provided for the purpose. Smoking is prohibited in pasteurizing plants and bakeries.

No person may be employed in a pasteurization plant until he has undergone a medical examination, including a chest X-ray, and has received a medical certificate approved by the Chief Health Officer. Persons whose work brings them into contact with pasteurizing, processing and handling milk, or handling containers or equipment, must submit to such examinations as the Medical Officer of Health or the Department may require to ensure that they are free from any disease which could be spread by milk. If an operator of a pasteurization plant suspects that an employee is suffering from a disease he must notify the Medical Officer of

Health immediately. If the Chief Health Inspector has evidence that any person has failed to comply with these requirements he may direct the operator of the plant to see that the person is not employed in any work which might bring him into contact with handling milk. Every dairyman or milk purveyor supplying milk, cream or butter in any city, town or village must at once report to the Medical Officer of Health or to an inspector any case of contagious disease affecting himself, his family or his employees.

Newfoundland Labour Relations Act

Rules to govern the procedure of the Newfoundland Labour Relations Board, as provided for in the new Labour Relations Act of 1950, were made on September 11, gazetted September 12.

The Rules, which are similar to the Rules of Procedure of the Canada Labour Relations Board (L.G., Jan., 1949, p. 57), relate to those matters which fall within the administrative jurisdiction of the Board, including applications for the granting of certification as bargaining agent, applications for the prescription of provisions for the final settlement of differences concerning the meaning or violation of collective agreements and complaints alleging failure to

bargain collectively which may be referred to the Board by the Minister.

Newfoundland Tourist Establishments Act

General regulations under the above Act, made on September 11, gazetted September 12, prohibit the employment in a tourist establishment of any person suffering from a communicable disease or coming from a place where such a disease exists. If a communicable disease occurs in a tourist establishment the operator must immediately notify the medical health officer and take precautions to prevent the spread of the disease. Under direction of the health officer the operator must furnish temporary accommodation or isolation for a guest or employee who is suffering from a communicable disease until he can be safely removed to a suitable place.

The operator is also required to ensure that all persons in his establishment engaged in preparing, cooking or serving food are cleanly in their habits and that they wear washable clothing.

An inspector may make such examinations and inquiries as may be necessary to ensure that the operator is complying with the provisions of the Act and regulations. A qualified medical practitioner, a building, sanitary or fire inspector, or a police officer may accompany the inspector.

Legal Decisions Affecting Labour

The Supreme Court of Canada holds delegation of legislative powers contemplated in Nova Scotia Bill 136 to be unconstitutional. ¶The Quebec Court of King's Bench finds that the Unemployment Insurance Act permits charges to be laid within one year of the date on which the Commission has sufficient evidence to warrant proceedings. ¶The B.C. Supreme Court rules on picketing. ¶The Court of King's Bench in Saskatchewan quashes an order of the Labour Relations Board directing an employer to refrain from an unfair labour practice. ¶The Quebec Superior Court finds that a Council of Arbitration was properly appointed. ¶Quebec School Commissions are found to be subject to the provisions of the Labour Relations Act which prohibit discrimination in employment because of union activity.

Delegation of legislative powers by a Provincial Legislature to Parliament or by Parliament to a Provincial Legislature held unconstitutional by Supreme Court of Canada.

In a judgment given October 3, 1950, the Supreme Court of Canada unanimously agreed with the majority opinion of the Nova Scotia Supreme Court which on June 12, 1948, with one judge dissenting,

had held Bill 136, introduced at the 1947 session of the Nova Scotia Legislature, to be constitutionally invalid (L.G., 1948, p. 824).

Bill 136, entitled "An Act respecting the delegation of jurisdiction from the Parliament of Canada to the Legislature of Nova Scotia and *vice versa*" would give the Lieutenant-Governor in Council power to delegate to and withdraw from the Parliament of Canada authority to make laws in

relation to any matter relating to employment in any industry, work or undertaking where such matter is, by the BNA Act, exclusively within the jurisdiction of the provincial legislatures; any laws so made by the Parliament of Canada while the delegation is in force would have the same effect as if enacted by the Legislature. The Bill also provides that if the Parliament of Canada delegates to the Provincial Legislature power to make laws in relation to any matter relating to employment in any industry, work or undertaking where such matter is, by the BNA Act, exclusively within the jurisdiction of the Parliament of Canada, the Lieutenant-Governor in Council while the delegation is in force may, by proclamation, apply any or all of the provisions of a provincial Act to any such industry, work or undertaking.

The Bill also brings up the possibility of raising revenue for provincial purposes by means of indirect taxation through delegated power. If the Parliament of Canada were to delegate to the Provincial Legislature authority to raise revenue for provincial purposes by imposing a retail sales tax, the Lieutenant-Governor in Council may, according to the provisions of the Bill, impose a tax not exceeding three per cent of the retail price on any commodity to which the delegation extends.

The five judges of the Supreme Court of Canada gave their reasons for decision separately, all leading to the conclusion that the delegation of powers contemplated in Bill 136 is unconstitutional. The reasoning of all the judges followed the same general line: the Parliament of Canada and the Legislatures of the provinces can exercise only the legislative powers respectively given to them by Sections 91 and 92 of the BNA Act. There is no power given by these sections to delegate authority or to accept delegation. The word "exclusively" used in both sections "indicates a settled line of demarcation and it does not belong to either Parliament or the Legislatures to confer powers upon the other." That Parliament and the provincial legislatures have power to delegate some part of their legislative functions to a subordinate body such as a board or commission is not disputed, but this is a different matter from delegating authority to each other, as the latter would amount to a readjustment of the respective spheres of legislative authority.—*The Attorney General of Nova Scotia v. The Attorney General of Canada*, Supreme Court of Canada, October 3, 1950.

Prosecutions for violations of the Unemployment Insurance Act may be commenced at any time within one year of the day the Commission has sufficient evidence to warrant proceedings.

The Court of King's Bench at Montreal on May 31, 1950 reversed the judgment of the Superior Court at Terrebonne given February 9, 1950 and upholding the ruling of a magistrate's court which dismissed a charge brought by the Unemployment Insurance Commission against an insured workman. The workman by means of false statements had received two days' unemployment benefits (for July 30 and 31, 1948) to which he was not entitled. The magistrate dismissed the charge on the grounds that more than twelve months had elapsed before the charge was laid.

The Court of King's Bench noted that the Unemployment Insurance Act contains a provision which makes an exception from the common law rule as to the date from which the prescription of the right to prosecute begins. This provision is as follows:—

Proceedings for an offence under this Act or regulations made thereunder may be commenced at any time within twelve months from the day on which evidence, sufficient in the opinion of the Commission to justify prosecution for the offence, comes to its knowledge.

This is followed by another subsection which provides that a certificate issued by the Commission certifying as to the date on which the evidence came to the Commission's knowledge, shall be received as conclusive proof thereof. The Commission's certificate in this case stated that the date on which sufficient evidence to justify proceedings came to its knowledge was October 31, 1949. A charge could accordingly be properly laid within twelve months from that date. Proceedings were in fact started on December 5, 1949.

The workman was found guilty and fined \$15, and in default of payment within 15 days, was sentenced to eight days imprisonment.—*Guimont v. Boivin*, *Rapports Judiciaires de Quebec* [1950], B. R. Montreal, No. 7, p. 552.

Court Interprets Union's Picketing Rights Under B.C. Trade-unions Act.

On March 20, 1950, Chief Justice Farris of the Supreme Court of British Columbia dismissed with a warning to the defendants the application to commit two members of the Retail, Wholesale and department Store Union, Local No. 535 for contempt of Court for failing to observe an injunction against picketing of a Department

store in New Westminster. The injunction, granted on November 12, 1949, restrained and enjoined the union from watching and besetting the store premises, from causing a nuisance in the vicinity of the store, from attracting crowds, or from molesting, threatening or intimidating any person from patronizing the business of the store, but nothing in the injunction was to take away the rights of pickets as set out in Sections 3 and 4 of the Trade-unions Act.

The Chief Justice found that the two defendants had, in fact, violated the terms of the order, but that they had not intentionally done so; rather, they had misconceived their legal rights. In view of the plaintiff's statement that the object of the application to commit the two union men was not to punish them but to prevent a repetition of what had been done, and since the plaintiff had not asked for costs, His Lordship stated that he had dismissed the application with a warning to the defendants.

The plaintiff had based his application on the fact that the defendants had participated in the picketing of the plaintiff's store in disregard of the injunction, i.e. that they had exceeded their picketing rights under the Trade-unions Act. Section 3 of this Act reads as follows:—

No such trade-union or association shall be enjoined, nor shall any officer, member, agent, or servant of such trade-union or association or any other person be enjoined, nor shall it or its funds or any such officer, member, agent, servant, or other person be made liable in damages for communicating to any workman, artisan, labourer, employee or person facts respecting employment or hiring by or with any employer, producer, or consumer or distributor of the products of labour or the purchase of such products, or for persuading or endeavouring to persuade by fair or reasonable argument, without unlawful threats, intimidation, or other unlawful acts, such last-named workman, artisan, labourer, employee, or person, at the expiration of any existing contract, not to renew the same with or to refuse to become the employee or customer of any such employer, producer, consumer, or distributor of the products of labour.

With reference to this section, His Lordship continued:—

As I view Section 3 of the Act, labour is given the right to communicate the facts of the strike to the public and/or to the employees and to persuade the employees not to continue to work or the public not to buy and it only gives the right to do this to the extent necessary to communicate labour's side of the picture. It does not give labour, under the guise of this, a right to employ such a number of pickets (although they may appear to be good-natured) as would be unnecessary for the purpose and which

would have the effect of blocking traffic or making it difficult for any person to enter the store. Labour has the right, under this section, to place its case before employees and/or the public. Having done so, it is for the employees or the public, without interference, to judge for themselves as to whether they desire to do business with the employer against whom the strike has been instituted. The acts of the pickets in giving the information may be annoying to the employer but nevertheless this is labour's right and the employer must put up with it until such time as the pickets have exceeded the statutory authorization and/or become a nuisance, block traffic and otherwise interfere with the business of the employer.

The Chief Justice stated that it was impossible for him to define the number of pickets which would be permissible. In each case, it would depend on different factors.

To sum up, it would seem to me that any picketing is unlawful which would go beyond allowing the strikers or their friends in a reasonable manner, under all circumstances, to communicate to employees and/or the public the facts of the dispute between the parties and reasonably seek to convince the public of the justness of their case. . . .

In conclusion, His Lordship stated:—

In my view, the number of pickets employed in the small area in front of the store in question was such that it went beyond giving the strikers' side of the case. The number of pickets engaged and their method of procedure was such that, in my opinion, it could only have the effect of intimidating persons who might be going into the store, drawing crowds, blocking the store entrance and generally having the effect of destroying the business of the employer.

Army and Navy Department Store (Western) Ltd. v. Retail, Wholesale and Department Store Union, Local No. 535, et al. 2 DLR [1950], p. 850.

Saskatchewan Labour Relations Board found to have acted without jurisdiction since in making an order it failed to follow its own rules and regulations.

The Saskatchewan Court of King's Bench on July 4, 1950 quashed an order of the Labour Relations Board dated February 24, 1950 requiring the Regina Grey Nuns' Hospital to refrain from engaging in certain unfair labour practices with respect to 36 employees of the Hospital. The "unfair labour practice" was that the Hospital was retaining in its employ persons who were not members of the union certified as the bargaining agent. This action was taken on an application of the Regina Grey Nuns' Hospital Employees' Association (no affiliation) for a writ of *certiorari* to remove and quash the Board's order.

On October 18, 1945, Local 284 of the Building Service Employees' International Union was certified as the bargaining representative for the employees (with certain exceptions) of the Regina Grey Nuns' Hospital. Collective agreements were executed between Local 284 and the Hospital, the last one on March 24, 1949, effective for one year from March 1, 1949. The agreement contained a union security clause as provided in Section 25 of The Trade Union Act:—

Upon the request of a trade union representing a majority of employees in any appropriate bargaining unit, the following clauses shall be included in any collective bargaining agreement entered into between such trade union and the employer concerned, and, whether or not any collective bargaining agreement is for the time being in force, the said clause shall be effective and its terms shall be carried out by such employer with respect to such employees on and after the date of such trade union's request until such time as the employer is no longer required by or pursuant to this Act to bargain collectively with such trade union:

Every employee who is now or hereafter becomes a member of the union shall maintain his membership in the union as a condition of his employment, and every new employee whose employment commences hereafter shall, within thirty days after the commencement of his employment, apply for and maintain membership in the union as a condition of his employment.

On February 22, 1950, the Labour Relations Board conducted a hearing on the application of the Regina Grey Nuns' Hospital Employees' Association (no affiliation) for certification as the bargaining representative to replace Local 284 of the Building Service Employees' Association which had been certified in 1945. On February 24 the Board issued an order directing that a representation vote be conducted by secret ballot during the last week of April, 1950. At the same hearing an application by Local 284 was heard for an order requiring the employer to refrain from engaging in unfair labour practices, in particular from violating Section 25 of the Trade Union Act respecting union security. The Board on February 24 issued an order requiring the employer forthwith to refrain from engaging in unfair labour practice in contravention of Section 25 of the Act with respect to 36 employees named in the order. These 36 employees were members of the Regina Grey Nuns' Hospital Employees' Association (no affiliation).

Mr. Justice Doiron in his reasons for decision dealt with the objection of counsel for Local 284 that the Employees' Association had no status in law and accord-

ingly no right to bring a suit before the court. He stated that a trade union may sue or be sued in representative actions and that the Employees' Association was given corporate recognition by the Board when the Board made the order directing the vote, since the Board must have found that it was a labour organization within the meaning of the Act.

He then made reference to the power of the Board to make regulations as found in Section 13 (1) of The Trade Union Act, 1944. Under this authority, the Board issued rules and regulations which were published in the *Saskatchewan Gazette*, August 15, 1947. Regulation 7 reads as follows:—

Upon the filing of any application referred to in any of the foregoing clauses, the secretary shall make every reasonable effort to determine the names of all persons, trade unions and labour organizations having a direct interest in the matter in respect of which the application is made, and shall, with reasonable dispatch, forward a copy of the application to every such person, trade union and labour organization.

No such copy of the application was forwarded either to the Employees' Association or to the 36 persons named, although the Board must have known, His Lordship said, that they had "a direct interest in the matter". He concluded:—

The Regina Grey Nuns' Hospital may have been guilty of an infraction of Section 25 of the Act but I am not concerned with making a finding in that regard. The question before me is whether the procedure was such as to give the Board jurisdiction to hear the application and make the order, and I find the Board acted without jurisdiction and beyond the powers conferred on it under the Act, by neglecting to follow its own rules and regulations.

Regina Grey Nuns' Hospital Employees' Association v. Labour Relations Board, et al [1950], 2 WWR, p. 659.

Council of Arbitration appointed under Quebec Trade Disputes Act held to be properly constituted.

The Superior Court of Quebec on March 21, 1950 dismissed a petition from a textile company for a writ of prohibition ordering a Council of Arbitration to cease and suspend all proceedings in a dispute between the Company and *l'Union des Employés de vêtement de Sherbrooke*.

The case arose out of difficulties encountered in the dispute between the company and the union. The efforts of the conciliation officer to effect a settlement were unsuccessful and consequently on June 9, 1949, the Conciliation and Arbitration

Service directed both the company and the union to name their appointee to the Council of Arbitration. On June 20, 1949 the union named its appointee. The company failed to make any recommendation and accordingly on July 25, 1949 the Minister of Labour named the arbitrator for the employer. The chairman was chosen by these two members and appointed by the Minister on August 1, 1949.

The Court pointed out that a writ of prohibition may be issued when a lower court exceeds its jurisdiction. The company based its petition on the argument that the chairman was not properly a member of the Council of Arbitration, charging him with incompetency and partiality.

After reviewing Section 18 of the Quebec Trade Disputes Act, which governs the appointment of councils of arbitration, the Court concluded that the chairman "was duly appointed strictly pursuant to the Quebec Trade Disputes Act and particularly under the provisions of Section 18 (2) of the said Act". It found also that there was no evidence adduced to support the contention of incompetency and partiality on the part of the chairman.

The Court further held that "the Council of Arbitration emanates from the Crown through appointment by the Minister of Labour under the said Act, and the Attorney-General may on behalf of the Crown intervene to defend such appointment".

The petition for a writ of prohibition was dismissed, with costs against the petitioner. —*Classon Mills Limited v. Council of Arbitration and others and Hon. A. Barrette, Mis en cause and Attorney-General of the Province of Quebec, intervenant.* Rapports Judiciaires de Québec [1950], C. S. Montreal, Nos. 5 et 6, p. 281.

[The Council of Arbitration gave its decision on the points at issue on April 25, 1950.]

Non-discrimination provisions of Quebec Labour Relations Act held to apply to School Commissions.

Mr. Justice Pettigrew in the Court of the Sessions of the Peace at Quebec on March 30, 1950, dismissed a motion of the Lauzon School Commission to quash a charge brought against the Commission by a teacher who alleged that the Commission, in contravention of the Quebec Labour Relations Act, had refused to employ her because of her participation in union activities.

The motion was brought on the grounds of default in procedure and of the inapplicability of the Quebec Labour Relations Act.

The first objection was that the authorization for prosecution issued by the Labour Relations Board was not in due form and did not meet the requirements of the law as set out in Section 49 of the Labour Relations Act. The attorney for the defence submitted that the declaration did not contain the essential details for the issuing of a legal authorization. The Court found that the assent showed that the Labour Relations Board had sufficient knowledge of the facts to allow the proceedings.

The defence also submitted that Section 21 of the Labour Relations Act did not apply to school commissions. The Education Act, Section 232, provides that school commissioners after they have decided, by a resolution at a regular meeting, not to retain the services of a teacher, must give to that teacher a written notice to that effect before the 1st of June preceding the expiry of his services and that the commissioners are not obliged to give the reasons for their decision. The attorney for the defence held that because of this section of the Education Act, Section 21 of the Labour Relations Act did not apply.

In dealing with this argument, Mr. Justice Pettigrew pointed out that Section 3 of the Public Services Employees Disputes Act provides that the Labour Relations Act applies to public services "but subject to the modifications hereinafter indicated". The modifications referred to concern only the procedure of arbitration, the execution of the award, the length of time it will be in effect, the prohibition of strikes, etc.

In no way do they debar employers from the defence of actions forbidden by Section 21 of the Labour Relations Act. No employer may refuse, states Section 21, to hire a person because of his membership in an association, and no threat of dismissal, intimidation, or imposition of any penalty may be resorted to, to prevent an employee from being or becoming a member of an association. An employer may however suspend, dismiss or discharge an employee for a sufficient cause and the burden of the proof will lie upon him. A school commission sued on the grounds of the preceding section will be found guilty only if the proof accumulated against it leaves no doubt in the judge's mind.

It was also pleaded that Section 21 was inapplicable because federal legislation dealt, in Section 502A of the Criminal Code,

with an identical offence. Mr. Justice Pettigrew held that there was no repugnancy between these sections, and that there was no question of the Labour Relations Act being *ultra vires*. When the federal Parliament enacted Section 502A, it did not undertake "to treat the whole

subject *de novo*, and so to make *tabula rasa* of the pre-existing law".

The motion of the defendant was rejected as a whole.—*Couture v. Commissaires d'Ecoles pour la Municipalité de Lauzon*. *Rapports Judiciaires de Québec* [1950], C.S. Montreal, Nos. 5 et 6, p. 201.

Annual Report of the Nova Scotia Department of Labour, 1949

An increase in the activities of the Conciliation Branch and of the Factory Inspection Branch is noted in the Annual Report of the Nova Scotia Department of Labour for 1949. Harmonious labour relations prevailed during the year. A decrease in the number of industrial accidents is reported.

The Annual Report of the Nova Scotia Department of Labour for the fiscal year ending November 30, 1949, states that the index number of reported employment for November 1, 1949 was 122·8, a slight decline from 123·7 for the same date in the preceding year. Employment in manufacturing fell off more than the general index, the Report notes.

The total payroll for establishments from which reports were obtained increased more rapidly than the number of employees. Per capita weekly earnings increased during the year from \$37.05 on November 1, 1948 to \$38.38 on the same date in 1949.

Changes in Legislation

One new labour law was passed in Nova Scotia in 1949 and three others were amended. A new Steam Boiler and Pressure Vessel Inspection Act which covers pressure vessels as well as steam boilers replaced the Steam Boiler Inspection Act. Except for its wider application and a few minor changes, the new Act is similar to the former one.

The Trade Union Act was amended during the year to make it compulsory for a trade union coming within the definition of the Act to have a written constitution setting forth its objects and purposes and defining conditions of membership. Another amendment provided that when a vote is taken to determine whether a trade union shall represent a unit of employees for bargaining purposes, the Board must be satisfied that not less than 60 per cent of the employees have voted and that a majority of the votes cast is in favour of the trade union. Previously a majority of all the employees within a unit was required before certification would be granted.

Another amendment makes it clear that the Labour Relations Board is now required to revoke a certification only upon application being made for revocation of such certification or on an application by another trade union for certification as bargaining agent for the same unit, if the Board considers that the trade union no longer represents a majority of the employees in the unit. Changes were also made in the provisions regarding check-off votes.

By amendments to the Workmen's Compensation Act, effective from May 1, 1949, benefits to dependent children under 16 in fatal cases were increased from \$10 to \$12.50 a month. The minimum weekly payments to workmen in cases of total permanent disability were increased from \$12.50 to \$15. The maximum average earnings on which compensation is reckoned were raised from \$2,000 to \$2,500.

By an amendment to the Apprenticeship Act the minimum time for which an apprenticeship contract can be made was increased from 2,000 to 4,000 hours. The section of the Act dealing with the scope of the regulations was rewritten and amplified.

The Nova Scotia Labour Act, first passed in 1933, was re-enacted for another year.

Labour Relations

During the year ending November 30, 1949, the Labour Relations Board of Nova Scotia received 27 applications under the Trade Union Act, a decrease of 23 from the previous year. Certifications as bargaining agent were granted in 23 cases, three applications were rejected and one application for the revocation of certification was granted.

"Requests for the services of a Conciliation Officer under the Trade Union Act increased greatly during the year both in negotiating collective agreements and in adjusting disputes which arose during the term of an agreement", the Report states. Of the 33 requests for conciliation services, collective bargaining agreements were secured in 30 cases through the efforts of the Department of Labour and agreement was reached in two disputes by means of Conciliation Boards. At the end of the fiscal year one case had not been settled.

During the year 1948-1949 there were 10 strikes in Nova Scotia, a decrease of 5 from the previous year. These resulted in an estimated time loss of 17,124 man working days. The industries affected by these work stoppages were transportation, construction, mining and manufacturing. The seamen's strike was the only major tie-up during the year.

Industrial Standards

Increased activity during the past year with respect to the Industrial Standards Act was due mainly to the fact that a large building program was under way in Halifax, Sydney and Dartmouth. Schedules of rates of pay and hours of work were posted on 183 jobs as compared with 103 in 1948. Twenty-six violations of the Act were recorded, fourteen more than in the previous year. At the end of the year twenty-three of the violations had been investigated and settled and one case was still pending. During 1949 nine schedules of wages and hours of labour were approved.

Factory and Boiler Inspection

"During the past year there has been considerable expansion in the activities of the Factories Inspection Branch of the Department. The number of factories, accident investigations and special visits to

the different plants throughout the province has increased over one hundred per cent", the Report notes.

The Branch made over 1,039 first, second and special investigations and inspections during the year, covering approximately 30,000 workers. As a result, 626 violations of the Nova Scotia Factories Act and the Industrial Standards Act were ordered corrected.

A total of 810 accidents was reported, as compared with 923 in 1948. Four were fatal accidents, a decrease of five from the previous year.

One boiler explosion occurred during the year resulting in the death of two employees and injury to a third. The boiler had been operated contrary to the Boiler Inspection Act and Regulations. It had never been reported to the Branch, was not insured against explosion and had therefore never been inspected.

Apprenticeship

At the close of the fiscal year there were 362 apprentices registered for apprenticeship training. During the year 70 apprentices attained journeyman status which is the largest graduation in the history of apprenticeship in Nova Scotia, and 34 final apprenticeship certificates were issued. The Report states that most of the ex-service apprentices have completed their time and the emphasis is now on young civilians.

In addition to the apprenticeship training courses organized within the Province, an active pre-employment apprenticeship training program is being conducted, the cost of which is shared equally between the Provincial and the Dominion Government. During the year five groups successfully completed a seven months' course in Vocational Training Centres at Halifax and North Sydney. These courses were in the motor vehicle repair, electrical construction, bricklaying, carpentry and plastering trades.

Annual Report of the Ontario Department of Labour, 1949

The thirtieth annual report of the Department of Labour of the Province of Ontario for the year ending March 31, 1949, states that the year has been one of increasing activity in the Department, reflecting the continuous progress of business and industry in the Province. A greatly increased number of disputes were referred to the Conciliation Branch for settlement. Construction of premises for business and industry reached a new

peak, and fewer industrial accidents were reported.

Factory Inspection Branch

Inspection

Further progress was made during the year in increasing the factory inspection staffs and revising the inspection districts.

A total of 28,818 inspections was carried out in industrial and commercial establish-

ments during the year, 1,159 more than during the previous year. In addition, 3,826 investigations were carried out for other branches of the Department.

In connection with their duties under the Factory, Shop and Office Building Act of assisting with the enforcement of certain other protective legislation, the inspectors reported 816 violations of the Minimum Wage Act, 95 violations of the Operating Engineers Act and 31 violations of the Adolescent School Attendance Act.

Of the 106 complaints of violations of the Factory, Shop and Office Building Act, the principal offences were in connection with fumes and dust, sanitation, heat and light, excess hours and child labour. Other complaints referred to elevators, fire hazards, home workers, machinery, overtime and double shifts.

Industrial Accidents

During the year 11,104 male and 703 female workers were reported injured while working on their employers' premises, representing a slight decrease from the previous year. In addition, 56 were fatally injured, a decrease of seven from the previous year.

Accidents occurred in the following industries:—

Paper products 1,236; metal trades 3,748; rubber products 390; textiles and clothing 508; foods and beverages 721; wood products 530; chemical products 168; transportation equipment 1,578; leather 138; non-metallic mineral products 363; electrical apparatus and supplies 574; trade 143; and 753 others in various industries. In addition there were 262 accidents (29 of them fatal) not within the jurisdiction of the Factory, Shop and Office Building Act.

Of the 273 compensatable cases of industrial diseases reported, 245 were dermatitis, 20 were lead poisoning, 1 was undulant fever and 7 were silicosis.

During the year the Department, desiring to effect a closer check on safety factors in the electrical industry, sent two members of its staff to visit one of the plants of a large manufacturer in the United States.

The appointment of a second foundry inspector has enabled all foundries in the Province to be inspected at least twice during the year. Draft regulations for the control of dust and other hazards in the foundry industry were prepared for discussion with interested government bodies and the industry.

Hours of Labour

Of the 567,069 workers in industry reported on, the majority (292,862) were on

a working week of from 45 to 48 hours. While detailed statistics on the 5-day week are not available, Inspectors of the Branch report that most industries in the 40 to 44-hour group and many in the 45 to 48-hour group are on a 5-day week of 8 to 9 hours a day.

Permits allowing overtime work were issued to 449 firms during the calendar year 1948 as compared with 361 firms during 1947. It is felt that the prevailing shorter work-week is responsible for the increase in seasonal overtime. A total of 274 firms was permitted to employ youths and females on a 2-shift basis and 323 permits were granted to restaurant employees providing for the employment of women until 2 a.m.

Child Labour

Forty-six cases of child labour involving the employment of persons under 14 years of age were reported, a decrease of 15 from the previous year. Eight charges were laid against employers and convictions reported in five cases.

Homework

During the year, 515 permits were issued to firms authorizing them to give out work to be done in homes at rates of pay approved by the Industry and Labour Board. Homeworkers' permits were issued to 3,027 persons to undertake the work of manufacturing or assembling household articles or wearing apparel in their homes.

Approval of Building Plans

"For the third consecutive year, the number and value of approved construction projects exceeded previous maxima," the report states.

During the year, 1,324 plans for new buildings, or alterations to factories, shops and office buildings were approved at a construction cost of \$61,276,500 as compared to 1,250 plans at a cost of \$59,407,600 during the previous year.

The iron and steel industries were again first in the number and value of projects, with the food industries and transportation equipment industries expending the second and third largest amounts of money on building expansion.

Each grain elevator in the Province was inspected two or three times and standards of cleanliness, protective equipment and safe working habits were reported.

The replacement of open stairways by stairways enclosed with fire-resistant materials has been aggressively undertaken by the Branch during the year.

Prosecutions

Fourteen charges for violation of the Factory, Shop and Office Building Act were laid against 11 employers for late employment of females without a permit, child labour, inadequate training and supervision of females working at machines and failure to submit building plans for approval. Convictions were registered in ten of the charges, one case was dismissed and one withdrawn.

Board of Examiners of Operating Engineers

The Board issued 20,587 certificates, of which 20,251 were granted to operating engineers for the year 1948-49.

The Board received 1,163 applications for examination and 602 applications for re-examination. A total of 117 applications for examination were not accepted because they did not meet the requirements of the regulations.

The Branch Inspector made 649 inspection calls during the year to check violations of the Operating Engineers Act.

Boiler Inspection

"As a result of industrial expansion continuing unabated during the fiscal year under review, there has been an appreciable increase in the number of new steam and refrigeration plant installations and extensions to existing plants throughout the Province". The report states that the slight decrease in the number of annual inspections recorded for the year is the result of the effort of the inspectorate to meet demands required by construction of new boilers and pressure vessels in the manufacturers' shops and the installation of new plants.

Certificates were issued as follows:—

	1948	1949
New boilers and unfired pressure vessels	2,845	3,522
Used boilers and unfired pressure vessels	805	933
Low pressure boilers accepted by affidavit	545	610
Pressure vessels accepted by affidavit	2,673	1,603
Boilers under 3 H.P. accepted by affidavit	87	94
Duplicate certificates	49	87
Total	7,004	6,849

The report also gives a summary of investigations of boiler explosions that took place throughout the Province during the period under review.

Conciliation and Arbitration

The report points out that the Conciliation Branch handled conciliation matters referred to it under the Labour Relations Board Act, 1944, the Labour Relations Board Act, 1947 and the Labour Relations Act, 1948 which repealed the earlier legislation. During the year, 286 cases were dealt with by the Branch under collective bargaining legislation as compared with 228 cases during the previous year. Of these, 244 cases were referred to the Board by the Labour Relations Board and settlement was achieved in 133 cases and 111 were referred to conciliation boards appointed by the Minister. The total number of firms involved was 927 and the number of employees 90,647. Forty-two additional cases were referred directly to the Conciliation Branch without recourse to the Ontario Labour Relations Board and all were brought to a satisfactory conclusion.

Sixty cases of alleged discrimination or unfair labour practices were investigated. Of these, two cases were withdrawn, settlement was reached in 40, and, in the remaining 18, an Industrial Inquiry Commission was appointed to hear evidence under oath and to make recommendations pursuant to the regulations.

The report notes that requests for the service of the Branch in respect to taking plant votes have shown a marked decrease during the year. Only three votes were requested and held during the year involving a total of 733 employees.

Under the Industrial Standards Act, 48 conferences for drawing up schedules of wages, hours and days of labour were conducted during the year.

Ontario Labour Relations Board

On April 16, 1948, the Legislature of Ontario enacted the Labour Relations Act, 1948, which provided for the making of regulations similar in form and effect to Part I of the Federal Industrial Relations and Disputes Investigation Act, 1948. The Act was proclaimed in force on December 9, 1948, and regulations were passed concurrently. Except for cases still pending, the Labour Relations Board Acts of 1944 and 1947 were then repealed.

Under these two Acts, 313 applications were filed for certification, 228 requests were made for the appointment of a conciliation officer, seven applications were for leave to initiate a prosecution, four applications were made for the establishment of a grievance procedure and two requests were submitted for the cancellation of collective agreements. Of these

requests, 183 applications for certification and three applications for leave to prosecute were granted. Two hundred requests were referred by the Board to the Minister for the appointment of a conciliation officer and the four applications for establishment of a grievance procedure and the two requests for cancellation of collective agreements were also granted.

During the period between December 9, 1948, when the Labour Relations Act, 1948, came into force, and March 31, 1949, 131 applications were considered. Of these 129 were requests for certification, one was a request for the cancellation of a collective agreement and one was concerned with the

revocation of certification. The latter case was still pending at the end of the fiscal year. Sixty-six of the applications for certification were granted as was the request for the cancellation of a collective agreement.

Apprenticeship

The close of the year marked the end of job training for a large number of former members of the armed services. During the year 664 applications were approved by the Industry and Labour Board for apprenticeship in the building trades, 620 in the motor vehicle repair trade and 11 in the barbering trade.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that the claimant had shown just cause within the meaning of the Act for having voluntarily left her employment.—CU-B 612 (September 7, 1950).

MATERIAL FACTS OF CASE:

The claimant, married, 27 years of age, filed an initial application for benefit in Toronto, Ont., on January 19, 1950, stating that she had been employed as a book-keeper in Timmins, Ont., from March, 1946 to January 4, 1950, when she voluntarily left to join her husband in Toronto, where he was attending university.

The insurance officer disqualified her from the receipt of benefit for a period of six weeks for having voluntarily left her employment without just cause (Section 41 (1) of the Act).

The claimant appealed to a court of referees. The court after having heard the claimant unanimously reversed the decision of the insurance officer in a finding which reads:—

The facts appear to be that (the claimant) became married in November, 1949, but was unable to find living accommodation in Toronto until January, 1950 when she left her employment. Her husband is a fifth year dental student and although he formerly was a resident

of Timmins, we accept the evidence of the claimant that he does not intend to return there to live. It is our opinion that the husband has established his residence and domicile in Toronto and that in any event he has abandoned any previous domicile he may have had in Timmins. We are of the opinion that the statement of the Umpire in Case No. CU-B 45 "A wife has a legal and moral obligation to live with her husband wherever he has established his residence or domicile" is applicable and that there are no special circumstances in this case as in CU-B 45 to justify our disregarding this general principle.

From the decision of the court of referees, the insurance officer appealed to the Umpire, stating in part:—

The husband is a student attending University in Toronto and it is not considered that in so doing he has established "residence or domicile" within the meaning intended by the quotation referred to in CU-B 45. It is reasonable to assume that the husband is not earning any wages or if he is, it is unlikely that his earnings would be sufficient to cover his tuition fees, his own maintenance and the maintenance of his wife.

The claimant apparently had a permanent position in Timmins earning \$34 per week as a bookkeeper and in circumstances such as these it seems reasonable to assume that she was self-supporting and should therefore have had reasonable assurance of employment in the city of Toronto before voluntarily leaving her position in Timmins.

DECISION:

When dealing with the case of a married woman who has voluntarily left her employment in order to join her husband at his place of residence or domicile or with that of a married woman who refuses to accept employment outside of her own district due to her marital circumstances, one must bear in mind the basic principle that "a wife has a legal and moral obligation to live with her husband wherever he has established his residence or domicile."

In some cases, however, the circumstances are such that a too strict and rigid interpretation of that general principle would lead to abuses and defeat the purposes of the Unemployment Insurance Act. For instance in CU-B 45, the claimant had voluntarily left her employment in wartime in order to follow her husband who was in the armed forces and temporarily posted for duty at a distant point; in other cases which came before the Umpire, claimants had voluntarily left suitable employment in order to join their husband in small communities where they could not reasonably expect to find employment or had refused, after a lengthy period of unemployment, to accept work outside their husband's place of residence where there was no likelihood of employment for them. In all these cases it was found that the particular claimant had not shown just or good cause within the meaning of the Act.

In the present case, the claimant, a month or two after her marriage, was able to find living accommodation in Toronto where, as found by the court of referees—and I have no valid reason to differ on this question of fact—her husband had established his residence and domicile. In order to live with her husband in that large city, which, no doubt, could offer her fair opportunities of work, she therefore voluntarily left her employment as a bookkeeper in Timmins which is situated approximately 500 miles from Toronto. Under such circumstances, I agree with the court that a disregard of the general principle set forth above would not be justified.

I agree with the court of referees that the claimant has shown just cause within the meaning of Section 41 (1) of the Act and the appeal is dismissed.

Held that the claimant had not shown just cause within the meaning of the Act for having voluntarily left her employment.—CU-B 492 (October 3, 1949).

MATERIAL FACTS OF CASE:

The claimant married, 21 years of age, filed an initial application for benefit in Selkirk which is near Winnipeg, Manitoba, stating that she had been employed as a clerk-typist in Toronto from September 24, 1948 to February 28, 1949, when she left her employment voluntarily to move back to Winnipeg. The employer reported that she had left voluntarily because of pregnancy.

The insurance officer disqualified her from the receipt of benefit for a period of six weeks for having voluntarily left her employment without just cause. (Section 41 (1) of the Act.)

The claimant appealed to a court of referees and in support of her appeal produced the following certificates, the first from a doctor in Selkirk, the second from a doctor in Toronto:—

April 18, 1949.

This is to certify that Mrs. will be fit for clerical work until May 7, 1949.

April 26, 1949.

Mrs. was under my care in Toronto. I advised her to travel home to Winnipeg at the end of February that she might become settled properly before having her baby.

At the same time the insurance officer referred the question of availability to the court under the provisions of Section 55 of the Act. The court unanimously reversed the decision of the insurance officer by lifting the disqualification imposed under Section 41 (1) of the Act, but disqualified the claimant for an indefinite period on the ground that she was not available for work.

The insurance officer appealed to the Umpire from the decision of the court, which lifted the disqualification imposed under Section 41 (1) of the Act.

DECISION:

The question for me to decide is whether the claimant "has established just cause for voluntarily leaving her employment on February 28, 1949."

There can be no doubt that women who are in the claimant's condition are handicapped to a considerable extent in obtaining employment. It would seem therefore that when they have the opportunity of remaining in suitable employment, they should do so as long as possible.

In the present case, there is no evidence on file that the work that the claimant was performing was detrimental to her health. For personal reasons and to suit her own convenience, she chose to have her confinement take place in Winnipeg and so voluntarily left her employment in Toronto three and a half months before the expected date of childbirth. Subsequently, she filed a claim for benefit in Winnipeg. If the

claimant wished or desired to work, she should have adjusted her personal affairs accordingly and remained in the employment she had in Toronto.

My decision is that the claimant has not shown just cause for having voluntarily left her employment and she is disqualified from the receipt of benefit for a period of six weeks as from the date that this decision is communicated to her.

Unemployment Insurance Statistics, September, 1950*

The report issued monthly by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of September, 1950, initial and renewal claims for benefit filed at local offices of the Unemployment Insurance Commission amounted to 49,229. Compared with the previous month, when claims numbered 61,545, September showed a decline of about 20 per cent. In September, 1949, initial and renewal claims amounted to 51,935.

Ordinary claimants on the live unemployment register on the last working day of September totalled 79,263 (45,990 males and 33,273 females), as compared with 98,930 (64,378 males and 34,552 females) in August, and 83,525 (59,567 males and 23,958 females) in September of last year.

Of the 88,893 active claimants on the last day of the month, 65,982 or 74 per cent were registered for a period of seven days or more. In August 74,402 or 67 per cent of the 111,054 active claimants on the last day of the month were in this category.

A total of 63,959 initial and renewal claims were adjudicated during the month. Claims allowed numbered 50,946, while 13,013 claims were disallowed or disqualified. In addition, 3,518 revised claims were disqualified.

Claims disallowed totalled 5,345, due to insufficient contributions while in insurable employment. Among the chief reasons for claims disqualified were the following: "voluntarily left employment without just cause" 3,764 cases; "refused an offer of work and neglected an opportunity to work" 1,816 cases; and "not unemployed" 1,799 cases. In addition, 1,365 disqualifications were imposed on claimants who had lost their employment by reason of a stoppage of work due to a labour dispute.

(The dispute in question was the nationwide railway strike.)

There was a slight increase over August in the total of persons commencing the receipt of benefit on initial and renewal claims. Claimants who received initial payments of benefit during September totalled 32,401 compared with 30,628 in August, and 34,414 in September, 1949.

During the month of September \$3,843,797 were paid in respect of 1,633,140 compensated days of unemployment, compared with \$4,412,992 paid respecting 1,925,184 days in August, and \$3,671,773 for 1,611,461 days during September one year ago.

For the week of September 30 to October 6, 61,578 persons received \$812,841 for 352,188 days of proven unemployment, in comparison with 67,303 persons, \$886,221, 387,366 days for the week August 26-September 1, and 65,443 persons, \$848,957 and 372,196 days for the week September 10-16, 1949. The average duration of benefit for the week September 30-October 6 was 5.7 days, while for the week August 26-September 1 the average was 5.8. The average amounts of benefit paid during these respective weeks were \$13.20 and \$13.17.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during September 3,750,999 insurance books were issued to employees who had made contributions to the Unemployment Insurance Fund, at one time or another since April 1, 1950. This was an increase of 106,160 over the previous month.

As at the end of September there were 241,988 employers registered, an increase during the month of 1,711.

* See Tables E-1 to E-7.

Meeting of National Employment Committee

The National Employment Committee held its regular quarterly meeting in Edmonton, Alta., on October 2-4.

Established under authority of Section 90 of the Unemployment Insurance Act, the National Employment Committee is an advisory body to the Commission and co-ordinates the work of the five regional committees. Employer and worker and other interests are represented on the committee.

The most important items under discussion during the session were a report on seasonal employment and a brief reviewing present measures to deal with unemployment, with suggestions for further action. Because of the amount of material contained in these reports and the number of subjects covered, it was decided that subcommittees should be formed and subjects allotted to them for further study. The following topics were selected in order of importance.

1. The staffing of the NES—qualifications, adequacy and salaries paid, etc.;
2. Seasonal unemployment;
3. Training and re-training of workers;
4. Unemployment assistance;
5. Vocational guidance program in schools and its relationship to the NES;
6. Penetration by the National Employment Service into the Labour Market.

Considerable discussion arose out of the question as to "what was being done to help immigrants and to assist these immigrants in citizenship." The members expressed the opinion that it is essential that new immigrants learn one or other of the two official languages of Canada, in order that they may be more easily absorbed into the Canadian labour market, thereby establishing economic security, and may be able to appreciate the responsibilities and privileges of Canadian citizenship. A report on this question will be submitted at the next meeting of the committee.

A resolution instructed the secretary to prepare an analysis of existing apprenticeship regulations for presentation at the next meeting.

Resolutions submitted by Regional and Local Employment Committees considered by the meeting included such subjects as decentralization of industry, with particular reference to direction of rearmament projects to the Maritime Provinces, and uniform rates of pay for members of the Corps of Commissionaires. Another resolution requested that the attention of the Civil Service Commission be called to the practice of setting age limits in civil service competitions, while at the same time the Federal Government is urging employment in industry of the older worker.

National Employment Committee members in attendance were:—

Judge W. J. Lindal, of Winnipeg, Chairman, Mrs. G. D. Finlayson, Ottawa, National Council of Women, H. A. Chappell, Winnipeg, substituting for A. R. Mosher, Canadian Congress of Labour, A. J. Maure, Edmonton, substituting for J. B. White, Canadian Manufacturers' Association, R. A. Stewart, Almonte, Canadian Federation of Agriculture, Carl Berg, Edmonton, the Trades and Labour Congress, R. E. G. Davis, Ottawa, Canadian Welfare Council, Geo. S. Hougham, New Westminster, B.C., Canadian Retail Federation, A. L. Lott, Hamilton, Canadian Chamber of Commerce, T. D. Anderson, Ottawa, Canadian Legion, T. A. Fishbourne, Ottawa, Secretary.

The meeting was attended also by R. J. Tallon, Commissioner, UIC, W. K. Rutherford, Director of Employment Service, M. Taschereau, Information Branch, Department of Labour, and J. D. Forbes, Department of Labour.

The next meeting of the National Employment Committee will be held in Ottawa early in the new year.

HOURS AND WORKING CONDITIONS IN THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1949*

More than sixty per cent of the plant workers in the Chemical Products Industry were on a five-day week in 1949. One-third of the employees were normally working forty hours a week. Time and one-half was the general overtime rate except for work on statutory holidays, when double time was predominant. Most establishments reported an initial vacation with pay of one week after a year of employment; many reported giving a second or third week after longer periods of service. Almost all the employees were in plants which observed from six to ten statutory holidays, and most were paid for six to eight of these days when not worked. Written collective agreements covered fifty-six per cent of the workers in this industry.

The Chemical Products Industry kept up with the general high level of industrial production in 1949. Preliminary reports¹ indicate that over 40,000 employees in 1,000 establishments produced \$595 millions worth of chemicals and allied products last year. The industry was concentrated largely in the provinces of Quebec and Ontario, with 37 per cent of the employees in Quebec and 52 per cent in Ontario. The aggregate payroll amounted to almost \$96 millions in 1949.

The annual survey of wages and working conditions in the Chemical Products Industry, October 1949, included some 329 establishments employing 25,083 plant workers. This represented about one-third of the plants and over 60 per cent of the total employees, both plant and office, in the industry. Forty-seven per cent of these plant employees were working in Ontario and about 40 per cent in Quebec (Table I). Less than one-fifth of the plant workers were women.

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates and certain conditions of work in their establishment during the last pay period preceding October 1, 1949.

Provincial legislation on working conditions may be obtained from the bulletin, *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

¹ See "Chemicals and Allied Products, Preliminary Summary Statistics, 1949", Dominion Bureau of Statistics, Ottawa.

In the set of tables accompanying this article, detailed information on hours and working conditions is shown for each of the two major provinces, Quebec and Ontario, and for four of the main divisions of the industry: Acids, Alkalis and Salts; Medicinal and Pharmaceutical Preparations; Paints and Varnishes; and Soaps, Washing and Cleaning Compounds.

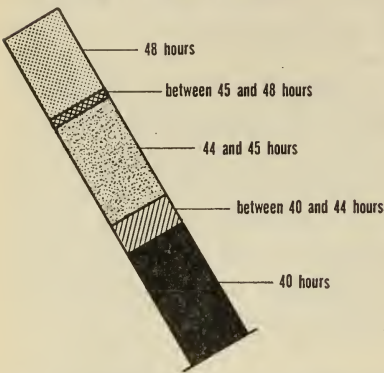
The Normal Work Week.—The distribution of plant workers by normal hours and days worked per week is given in Table IIa. The largest single group of workers, about one-third, was on a 40-hour week and the next largest group, one-quarter of the workers, was on a 48-hour week. A further 30 per cent of the plant employees in the industry were normally working 44 or 45 hours a week.

One-half of the workers in Quebec were on a 48-hour week in 1949, while an almost equal proportion in Ontario were reported on a 40-hour week. There was also considerable variation in the normal weekly hours between each of the four selected industries shown in Table IIa. The 48-hour week was predominant in the Acids, Alkalis and Salts Industry, the 45-hour week in the Paints and Varnishes Industry, and the 40-hour week in the remaining two industries.

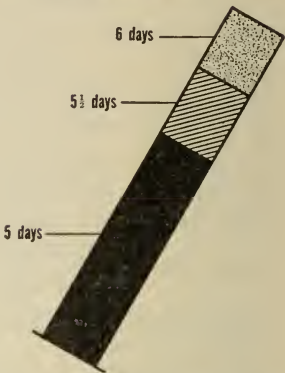
More than 60 per cent of the workers in the Chemical Products Industry were on a five-day week in 1949. The majority of these employees were normally working 40 hours a week, and all but two per cent were working from 40 to 45 hours. About 85 per cent of the workers in Ontario and

IN THE CHEMICAL PRODUCTS INDUSTRY . . .

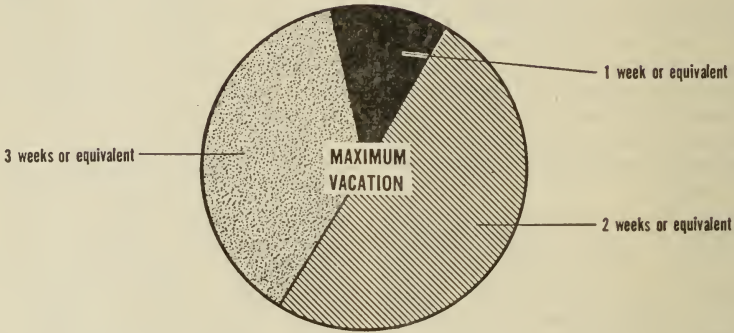
. . . one-third of the plant workers were on a 40-hour week . . .



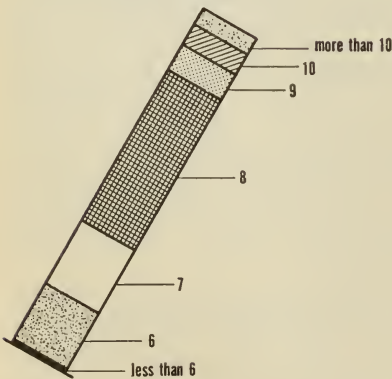
. . . and over 60 per cent were on a 5-day week in 1949.



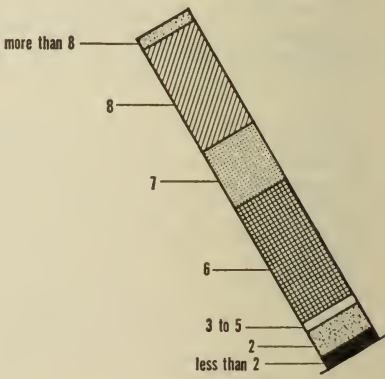
Initial vacations with pay, mainly one week after a year of employment, were usually increased after longer periods of service.



Almost all workers observed six to ten statutory holidays . . .



. . . and most were paid for six to eight when not worked.



42 per cent in Quebec were reported working five days a week. Over two-thirds of the workers in each of the selected industries shown, except the Acids, Alkalis and Salts Industry, were on a five-day week.

The distribution of establishments by normal weekly hours of male plant workers, Table IIb, is quite similar to the distribution of plant employees. Twenty-seven per cent of the plants were operating 40 hours a week, 24 per cent were operating 44 hours and 22 per cent, 48 hours. The five-day week was reported by 62 per cent of the establishments.

Overtime Payment.—Time and one-half was the common overtime rate for work after standard daily or weekly hours (Table III). Many establishments did not report an overtime payment policy for work on Sunday, but those which did generally reported a rate of time and one-half. Double time for work on this day was reported by establishments employing 28 per cent of the workers in the industry. In the Paints and Varnishes Industry, more than 60 per cent of the workers were in establishments which paid double time for work on Sunday.

Double time was the usual payment for work on statutory holidays. In a few cases, double time and one-half or triple time was reported paid to employees working on these Dominion, Provincial, Municipal or regularly observed religious holidays.

Vacations with Pay.—An initial vacation of one week with pay, or the equivalent, after a year or less of employment was reported by 265 establishments employing about 88 per cent of the workers (Table IV). The remainder of the workers were employed in establishments which gave an initial vacation of two weeks with pay, or an equivalent, generally after a year of service.

More than 80 per cent of the workers in the Chemical Products Industry were in establishments which increased the period of the annual paid vacation as the worker's term of employment continued. Just over one-half of these workers have their vacation periods increased to a maximum of two weeks, generally after two, three or five years, and all but a few of the remainder have theirs increased to three weeks, usually after 15 or 25 years. In the Paints and Varnishes and the Soaps, Washing and Cleaning Compounds Industries the majority of workers were employed in establishments giving a maximum vacation of three weeks with pay. Most of the plants which gave this maximum vacation of three weeks also reported giving an intermediate vacation period of two weeks.

Statutory Holidays.—All but five per cent of the workers were in establishments which observed from six to ten statutory holidays in 1949. Almost one-half of the employees were in plants which observed eight holidays (Table V). In Ontario, 90 per cent of the workers observed from six to eight statutory holidays, most of whom observed eight; and in Quebec, 85 per cent observed from seven to ten holidays, with the largest group observing seven.

The number of holidays observed, in this article, is the number of days when the establishment is not operating by reason of Dominion, Provincial or Municipal holidays, or religious holidays regularly observed by the closing of the establishment.

Payment for some or all of the statutory holidays when not worked is made to most of the workers. More than 80 per cent of the employees were paid for six to eight of the statutory holidays observed, and a further seven per cent were paid for two days. In Ontario, 54 per cent of the workers were paid for eight statutory holi-

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT WORKERS IN THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1949

	ALL CHEMICAL INDUS- TRIES	Selected Industry Groups				Main Provinces	
		Acids, Alkalis and Salts	Medicinal and Pharma- ceutical Prepara- tions	Paints and Varnishes	Soaps, Washing and Cleaning Com- pounds	Quebec	Ontario
Number of Establishments...	329	22	65	40	26	117	162
Number of Plant Workers:							
Male.....	20,437	2,882	1,672	2,589	2,232	7,936	10,068
Female.....	4,646	37	1,757	341	862	2,357	2,134
Total.....	25,083	2,919	3,429	2,930	3,094	10,293	12,202

days. Two-thirds of the employees engaged in the manufacture of Soaps, Washing and Cleaning Compounds were also paid for eight holidays when not worked.

Collective Agreements.—All of the establishments in this survey of the Chemical Products Industry reported having written collective agreements with a union or other employee organization.

The terms of these contracts covered 56 per cent of the workers in the industry. The largest groups of workers were represented by the International Chemical Workers' Union (AFL-TLC) and the United Mine Workers of America (CCL). The Canadian and Catholic Confederation of Labour and the International Union of Mine, Mill and Smelter Workers also represented a large number of workers.

TABLE IIa.—THE NORMAL WORK WEEK IN THE CHEMICAL PRODUCTS INDUSTRY, NUMBER OF PLANT WORKERS BY NORMAL WEEKLY HOURS, OCTOBER 1949

Normal Weekly Hours by Days Worked per Week	ALL CHEMICAL INDUSTRIES	Selected Industry Groups				Main Provinces	
		Acids, Alkalis and Salts	Medicinal and Pharmaceutical Preparations	Paints and Varnishes	Soaps, Washing and Cleaning Compounds	Quebec	Ontario
<i>5-Day Week</i>							
Under 40.....	51		50			50	1
Over 40.....	8,212	3	2,336	613	1,732	1,699	5,934
Over 40 and under 44.....	1,167		219	532	150	281	649
Over 44.....	2,835	716	144	409	122	902	1,885
Over 44 and under 45.....	44						44
Over 45.....	2,783		15	1,075	73	1,241	1,542
Over 45.....	318		17	72		92	226
Total.....	15,410	719	2,781	2,701	2,077	4,265	10,281
<i>5½-Day Week</i>							
Under 44.....	1,308		102		5	79	37
Over 44.....	1,635	146	424	184	59	610	818
Over 44 and under 48.....	209	10	57		28	176	21
Over 48.....	1,758	149	9		857	1,619	139
Over 48.....	33		3			3	
Total.....	4,943	305	595	184	949	2,487	1,015
<i>6-Day Week</i>							
Under 48.....	449	41	16			257	166
Over 48.....	4,249	1,841	37	40	63	3,279	727
Over 48.....	13	13					
Total.....	4,711	1,895	53	40	63	3,536	893
<i>All Establishments</i>							
Under 40.....	73	1	61			60	3
Over 40.....	8,217	3	2,336	613	1,737	1,699	5,939
Over 40 and under 44.....	2,464		310	532	150	358	686
Over 44.....	4,570	868	568	593	181	1,565	2,731
Over 44 and under 45.....	50						44
Over 45.....	2,943	34	27	1,075	84	1,247	1,684
Over 45 and under 48.....	400	10	68		17	366	34
Over 48.....	6,301	1,990	56	112	920	4,990	1,068
Over 48.....	46	13	3			3	
Total.....	25,064	2,919	3,429	2,925	3,089	10,288	12,189

NOTE: Information on the normal work week was not reported for 19 employees.

**TABLE III.—THE NORMAL WORK WEEK IN THE CHEMICAL PRODUCTS INDUSTRY,
NUMBER OF ESTABLISHMENTS BY NORMAL WEEKLY HOURS OF MALE PLANT
WORKERS, OCTOBER 1949**

Normal Weekly Hours by Days Worked per Week	ALL CHEMICAL INDUS- TRIES	Selected Industry Groups				Main Provinces	
		Acids, Alkalis and Salts	Medicinal and Pharma- ceutical Prepara- tions	Paints and Varnishes	Soaps, Washing and Cleaning Com- pounds	Quebec	Ontario
<i>5-Day Week</i>							
Under 40.....	2	.....	2	.....	.....	2	.....
Over 40.....	89	.....	32	9	9	25	56
Over 40 and under 44.....	23	.....	7	7	1	4	14
Over 44.....	42	5	3	5	3	17	21
Over 44 and under 45.....	1	.....	.....	.....	.....	.....	1
Over 45.....	32	.....	1	12	3	11	21
Over 45.....	13	.....	2	3	.....	4	9
Total.....	202	5	47	36	16	63	122
<i>5½-Day Week</i>							
Under 44.....	6	.....	3	.....	.....	1	3
Over 44.....	34	4	8	3	5	10	14
Over 44 and under 48.....	9	1	3	.....	2	6	2
Over 48.....	17	2	.....	.....	2	13	4
Over 48.....	3	.....	1	.....	.....	1	.....
Total.....	69	7	15	3	9	31	23
<i>6-Day Week</i>							
Under 48.....	11	2	1	.....	.....	5	3
Over 48.....	45	7	2	1	1	17	14
Over 48.....	1	1	.....	.....	.....	.....	.....
Total.....	57	10	3	1	1	22	17
<i>All Establishments</i>							
Under 40.....	3	.....	3	.....	.....	2	1
Over 40.....	89	.....	32	9	9	25	56
Over 40 and under 44.....	28	.....	9	7	1	5	16
Over 44.....	80	10	11	8	8	28	36
Over 44 and under 45.....	2	.....	.....	.....	.....	.....	1
Over 45.....	37	1	2	12	4	12	24
Over 45 and under 48.....	12	1	4	.....	1	9	3
Over 48.....	73	9	3	4	3	34	25
Over 48.....	4	1	1	.....	.....	1	.....
Total.....	328	22	65	40	26	116	162

NOTE: Information on the normal work week was not reported by one establishment.

TABLE III.—OVERTIME PAYMENT IN THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1949

Overtime Rates of Pay	Selected Industry Groups										Main Provinces										
	ALL CHEMICAL INDUSTRIES			Acids, Alkalis and Salts			Medicinal and Pharmaceutical Preparations			Paints and Varnishes			Soaps, Washing and Cleaning Compounds			Quebec		Ontario			
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers			
<i>Monday through Friday</i>																					
Time and one-half.....	(1) 182	18,743			18	2,780		27	1,995		29	2,543		14	2,782		69	7,495		88	9,019
Other.....	8	225						2	53		1	58		2	10		2	2		3	106
No information or no overtime policy..	62	1,394						22	598		4	71		5	176		18	418		37	880
Total.....	252	20,362			18	2,780		51	2,646		34	2,672		21	2,968		89	8,012		128	10,005
<i>Saturday</i>																					
Time and one-half.....	(1) 177	18,598			18	2,780		27	1,977		29	2,535		13	2,775		67	7,493		85	8,876
Double time.....	2	46															1	13		3	33
Other.....	8	225						2	53		1	58		2	10		2	99		3	106
No information or no overtime policy..	65	1,493						22	616		4	79		6	183		19	407		39	990
Total.....	252	20,362			18	2,780		51	2,646		34	2,672		21	2,968		89	8,012		128	10,005
<i>Only After Weekly Hours</i>																					
Time and one-half.....	73	4,579			4	139		13	757		6	258		5	126		27	2,216		31	2,120
Other.....	4	142						1	26								1	65		3	77
Total.....	77	4,721			4	139		14	783		6	258		5	126		28	2,281		34	2,197
<i>Sunday</i>																					
Time and one-half.....	96	11,613			15	2,389		13	1,210		9	490		9	1,806		31	4,093		52	5,694
Double time.....	65	7,079			2	300		9	535		17	1,778		2	337		27	3,269		27	3,419
Other.....	7	248						2	53		2	91					3	132		3	106
No information or no overtime policy..	161	6,143			5	230		41	1,631		12	571		15	351		56	2,799		80	2,983
Total.....	329	25,083			22	2,919		65	3,429		40	2,930		26	3,094		117	10,293		162	12,202
<i>Statutory Holidays</i>																					
Straight time.....	43	2,111						14	595		1	31		5	51		14	748		26	1,293
Time and one-half.....	67	2,992			4	384		13	347		9	492		8	180		26	1,006		35	1,767
Double time.....	(2) 144	15,699			13	1,494		15	1,306		23	2,020		8	2,186		49	6,284		68	7,292
Double time and one-half.....	16	1,750			2	39		3	442		3	232		1	651		4	526		8	1,117
Triple time.....	2	124									1	104					1	104		1	20
Other.....	10	1,183			2	996		2	36								3			4	105
No information or no overtime policy..	47	1,224			1	6		18	703		3	51		3	20		20	1,052		20	608
Total.....	329	25,083			22	2,919		65	3,429		40	2,930		26	3,094		117	10,293		162	12,202

(1) A rate of time and one-half for the first three or four hours then double time was paid by three establishments after standard daily hours Monday through Friday and by one establishment on Saturday.

(2) Twenty establishments paid double time for work on statutory holidays normally paid for if not worked and time and one-half for those not normally paid for if not worked.

TABLE IV.—VACATIONS WITH PAY IN THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1949

Length of Vacation and Service Requirements	ALL CHEMICAL INDUSTRIES				Selected Industry Groups								Main Provinces			
					Acids, Alkalis and Salts				Medicinal and Pharmaceutical Preparations				Paints and Varnishes			
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
INITIAL VACATION																
<i>One Week or Equivalent</i>	265	22,098	17	2,430	52	2,973	35	2,351	21	3,064	100	9,583	134	10,294		
One week after:																
No specified service.....	6	120			2	67						74	2	46		
Less than 6 months.....	8	660			3	294	1	110				174	5	486		
6 months.....	63	5,512	7	509	19	910	4	113	3	1,510	25	3,336	30	2,081		
1 year.....	173	15,002	9	1,882	20	1,553	28	2,047	18	1,554	61	5,589	90	7,306		
Other.....	10	446			2	149	2	81				153	5	274		
2 per cent of earnings.....	3	169										4	68	2	101	
3 day per month.....	2	189	1	39								189				
<i>Two Weeks or Equivalent</i>	64	2,985	5	489	13	456	5	579	5	30	17	710	28	1,908		
Two weeks after:																
No specified service.....	2	45			2	45						6	1	39		
Less than 1 year.....	5	107			3	92						1	4	99		
1 year.....	56	2,798	5	489	8	319	5	579	5	30	15	696	22	1,735		
1 day per month.....	1	35											1	35		
Total.....	329	25,083	22	2,919	65	3,429	40	2,930	26	3,094	117	10,293	162	12,202		
MAXIMUM VACATION																
<i>Two Weeks or Equivalent</i>	129	10,871	9	1,843	29	1,545	17	737	9	314	40	3,391	76	5,638		
Two weeks after:																
No specified service.....	30	1,184	1	6	14	640	1	58	1	20	11	492	17	684		
1 year.....	24	3,245			7	565			1	7	9	629	11	1,062		
2 years.....	23	3,293	4	1,087	1	21	4	133		75	8	1,352	13	1,901		
3 years.....	41	2,823	4	750	2	42	10	442	5	212	12	918	25	1,409		
Other.....	11	626			5	277	2	104					10	582		
<i>Three Weeks or Equivalent</i>	100	9,405	9	996	14	1,249	19	1,968	9	2,663	43	4,079	44	5,033		
Three weeks after:																
19 years.....	33	3,074	1	77	6	422	1	26	4	1,751	14	813	17	2,238		
25 years.....	90	5,040	7	844	4	551	18	1,942	2	859	22	3,033	20	2,426		
Other.....	17	691	1	55	4	276			3	53	7	233	7	369		
<i>Other Vacation Periods</i>	15	183														
No Increase for Longer Service.....	85	4,624	4	80	22	635										
One week or equivalent.....	42	2,824	1	7	0	179	4	225	8	117	92	2,788	38	1,480		
Two weeks or equivalent.....	43	1,797	3	73	13	456	3	199	5	87	16	2,108	21	633		
Total.....	329	25,083	22	2,919	65	3,429	40	2,930	26	3,094	117	10,293	162	12,202		

TABLE V.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1949

Number of Statutory Holidays Observed	All Chemical Industries		Selected Industry Groups								Main Provinces			
			Acids, Alkalis and Salts		Medicinal and Pharmaceutical Preparations		Paints and Varnishes		Soaps, Washing and Cleaning Compounds		Quebec		Ontario	
	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers
None.....	1	22	.....	.....	.....	.....	.....	.....	.....	.....	1	22	.....	.....
Less than 6.....	5	262	.....	.....	.....	.....	.....	.....	.....	.....	3	196	.....	53
	37	4,265	6	923	3	227	2	49	1	17	11	974	1	1,699
7.....	73	4,830	2	149	17	1,253	13	1,478	5	905	40	3,731	24	1,002
8.....	144	11,022	10	825	24	1,460	19	1,247	13	2,009	32	2,199	97	8,286
9.....	36	2,078	4	1,022	9	208	5	112	1	60	8	1,355	16	491
10.....	14	1,610	.....	.....	4	124	1	44	4	.....	7	1,464	2	40
More than 10.....	16	931	.....	.....	7	140	.....	.....	1	4	12	289	2	631
No information reported.....	3	63	.....	.....	1	17	.....	.....	.....	.....	3	63	.....	.....
Total.....	329	25,083	22	2,919	65	3,429	40	2,930	26	3,094	117	10,293	162	12,202
Number of Statutory Holidays Paid For Although Not Worked														
None.....	35	746	1	13	3	79	.....	.....	3	45	13	277	10	260
1.....	4	188	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	121
2.....	15	1,826	2	996	2	16	1	20	.....	.....	10	1,641	5	185
3 to 5.....	12	842	4	167	1	24	1	40	.....	.....	7	574	3	96
6.....	64	8,561	8	1,223	6	293	10	603	3	852	17	3,342	35	3,523
7.....	50	3,909	2	149	16	1,248	12	1,530	3	52	30	2,663	19	1,116
8.....	106	7,920	4	364	20	1,338	14	688	12	2,092	22	1,197	73	6,568
More than 8.....	36	832	1	7	15	408	2	49	5	53	12	367	14	306
No information reported.....	7	259	.....	.....	2	23	.....	.....	.....	.....	6	232	1	27
Total.....	329	25,083	22	2,919	65	3,429	40	2,930	26	3,094	117	10,293	162	12,202

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

EMPLOYMENT CONDITIONS DURING OCTOBER, 1950

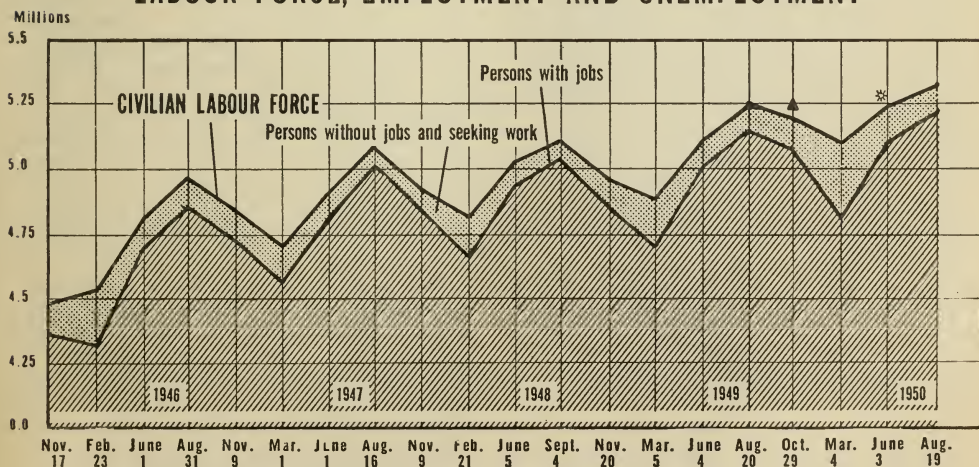
Seasonal shifts of workers between primary industries combined with marked expansion of hirings in manufacturing resulted in an unusually active labour market during October. Harvesting had been completed for the most part and construction work was being speeded in order to finish outside jobs before cold weather began. Many of the workers thus engaged would then transfer to woods employment, where hiring was at record heights. In manufacturing, defence contracts and continuing high consumer demand were sustaining activity at almost unprecedented levels. Base metal mining has also expanded in response to defence needs.

The employment situation during October was unusually favourable for many of those seeking work. On the other hand, from the employers' viewpoint, numerous labour shortages, especially in regard to skilled workers, were becoming apparent. Although the end of harvesting in most sections of the country and the tapering off of construction work brought hundreds of men to National Employment Service offices to register for other jobs, many of these were not suitable for the skilled work necessary in heavy manufacturing plants which required machinists, welders, and others with experience in the metal trades. A shortage of experienced miners was also apparent in base metal mining. Many of these unskilled seasonal workers, however,

were readily placed in logging jobs, where current demand exceeded the supply of workers, especially in Quebec and northern Ontario.

Nevertheless, the usual seasonal increase in jobless workers did occur. Total live applications at employment offices, for instance, increased from 133,000 to 142,000 during the month. Although such a rise was inevitable with the large labour turnover at this time, it was much less extensive and took place at a much slower rate than last year. Also in contrast to last year were the greater number of job opportunities this fall; unfilled vacancies at NES offices were 23,000 greater at the end of October, 1950, than at the same date in 1949.

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT



▲ Newfoundland totals included for the first time at June 29, 1949.

* Includes June 1949 figures for Manitoba. No labour force survey in Manitoba in June 1950 due to the flooding of the Red River.

Regional Analysis

In *Newfoundland*, available workers were being absorbed rapidly during October. Applications for employment on hand at NES offices declined by 2,000 to a total of 3,500 by the end of the month, a situation markedly improved over last year when 4,000 more job-seekers were then registered. The heavy demand for woodworkers was perhaps the strongest factor contributing to this active labour market. By the end of the month, demand for pulp cutters still exceeded the supply in the Corner Brook area; in the Grand Falls area, although logging employment was beginning to level off slightly, the Anglo-Newfoundland Development Company was employing 2,000 more workers than at the same time last year. Employment at pulp and newsprint mills was continuing at high levels, as in construction, mining, fishing and transportation. Trade was also very active.

In the *Maritimes*, the number of applications for jobs on file at NES offices totalled the same at the month's end as at the beginning, namely 16,500. Such stability was largely the result of the slackening in agriculture, shipbuilding and fish processing being offset by extensive hiring for woods work. Although a steady demand for bush workers was maintained throughout most forest areas during October, shortages of manpower were not serious. The seasonal slackening of some types of construction and of farming was expected to result in an adequate supply of workers for logging. Activity in the construction industry as a whole showed little signs of abating, although hampered in some areas by material shortages. There were some seasonal lay-offs from fish processing plants. Coal mining employment throughout the region remained steadily high. Primary steel manufacturing was operating at a high level, but there were some temporary lay-offs from steel-using plants, and shipyards due to slow deliveries of materials for new contracts or lapses between contracts. Pulp and newsprint mills continued capacity operations, in some cases making the usual seasonal lay-offs but in others hiring additional help.

In the *Quebec* region, the 1,400 increase in job applications on file with the NES during October brought the month-end total to 44,100. This was 11 per cent below the comparable 1949 figure, although there had been a substantial increase in female job-seekers. As in the Maritimes, the strongest demand for workers came from logging companies. The usual influx of farmers into the woods at this time of

year was not nearly large enough to offset the shortages of woodworkers in several districts. As a result, some companies were falling behind in their cutting schedules.

Throughout the region, manufacturing industries generally were steadily active or were expanding output and employment. Seasonal reductions of employment in some industries were lighter than usual; there were a few temporary lay-offs due to delayed shipments of steel. Footwear and textile firms were resuming normal operation after some short-time; chemical manufacturing plants were hiring for stepped-up production to fill export orders. Mining activity and employment continued at high levels, with a steady demand for mining skills exceeding the supply in some areas.

Highlights of the employment situation in the *Ontario* region during October were the strengthening of production and employment in most manufacturing industries, continued record activity in all phases of construction and further increases in the demand for pulp cutters. As a result of these factors, the seasonal increase in registrations at NES offices in the region began several weeks later this year than last, and the rate of increase was considerably slower. By the end of October, applications on file totalled 37,300.

Growing shortages of skilled workers for the heavy manufacturing industries and for aircraft production were becoming apparent during the month as these industries responded to the stimulus of increased defence preparations. While these shortages had not appreciably influenced hirings of female workers by the end of October, some older men who had been unable to find steady work in their trades were being re-hired by former employers. Pulp and newsprint mills throughout the region were fully active during October, postponing seasonal lay-offs in some cases; improvement was apparent in conditions in textiles, rubber and leather manufacturing; the chemical industry was expanding to handle defence orders. The electrical apparatus industry continued to establish new peaks of activity and employment. Only in the automobile industry were there temporary lay-offs while re-tooling for new models was under way.

With most of the harvesting completed, employment in the *Prairie* region contracted slightly during the month. Active registrations at NES offices tallied at the beginning and end of the month showed an increase of 2,800; these totalled 19,300 at October 26. Hiring of farm workers was sporadic and the number of men reporting for woods work in the Lakehead area was greater than anticipated. Logging camps

were rapidly approaching full staffs by the end of October. It was fully expected that the large pulp-cutting program, resulting from the sustained demand for newsprint, would be completed without serious difficulty. In other areas, the seasonal increase in hirings at packing plants and flour mills was less than usual and lay-offs were occurring in plants producing construction materials, garments and beverages. Most highway construction was coming to an end, but the high level of building construction continued, with labour scarcities increased by the rush to close buildings against the weather.

Registrations for jobs on hand at NES offices in the *Pacific* region began their yearly rise during October. The total of 21,000 at October 26 was over 3,000 greater than that at the end of the previous month, but 12 per cent lower than on the same date a year ago. Much of the recent rise could be attributed to the seasonal decline in agriculture, fishing and some phases of construction, as well as the usual influx of transient workers from the Prairie Provinces at this time. This was particularly noticeable in the larger centres of Vancouver and Victoria where the usual decrease in job opportunities was augmented by the closing of shingle mills and a work stoppage in Vancouver shipyards. Victoria shipyards were working on new naval contracts.

The continuing full operation of logging camps and sawmills, however, and a considerable expansion of base metal mining have brightened the employment picture considerably. Increased orders from the United Kingdom were chiefly responsible for the double-shift operation of sawmills in the Vancouver Island, Prince Rupert and Prince George regions.

Industrial Analysis

The Eastern Canada *logging* industry, enjoying its busiest season since the peak year of 1947-48, continued to add thousands of workers to its labour force during October. Cutting operations were expanding rapidly and approaching the most active period, although many operators were waiting until after the freeze-up to begin work. In British Columbia, on the other hand, the seasonal peak had been reached by the end of October and employment was levelling off.

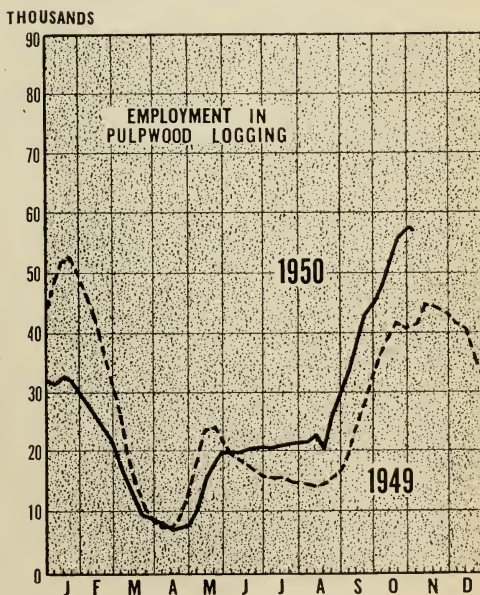
As farming and construction work tapered off, more men became available for woods work, thus easing the severe labour shortages which were created in September when the logging companies began seeking their men for the winter's work. Higher

wage rates and unemployment insurance coverage have made the industry more attractive this year and a good class of worker was being obtained. There was a heavy influx of farm workers from the Prairie Provinces to the Lakehead and British Columbia and a movement of loggers from Quebec to Northern Ontario during the month.

As much of the work is done in remote areas or by individuals, it is difficult to estimate how many loggers were at work during October. Among the member companies of the Canadian Pulp and Paper Association, the number employed increased from 45,000 at the beginning of the month to more than 57,000 at the month's end. This was about 40 per cent over the employment level of the 1949-50 season. These data are shown in the accompanying chart, which indicates the increase in the number of jobs provided by the industry this year as well as the longer duration of employment.

The major employment period in *agriculture* was drawing to a close in October and workers were beginning to move out of the industry. Harvesting of seasonal crops was being finished and additional labour requirements were low. Applicants for work in the industry were correspondingly few in number.

In general farming areas, particularly in the East, farmers were at work on their fall ploughing or harvesting root crops. In



Eastern Canada including Manitoba as reported by Canadian Pulp and Paper Association.

fruit-growing areas, in British Columbia, the Maritimes and southern Ontario, picking, grading and shipping or storing of the crop were being carried out. Rain and snow in October delayed an already late harvest in parts of the Prairie Provinces. Farm labour moved from farm to farm as harvest work was completed, and labour shortages were kept at a minimum. The demand for workers was not strong, although experienced tractor operators were readily employed.

Only a few farmers were seeking year-round help. Not many applicants for this work were available, particularly since higher wages in other industries were attracting workers. Many farmers, as well, were insisting on experienced men only. There was less interest this year in immigrant labour, formerly an important source of supply. Exceptions to this were some sections of British Columbia and the Lake-head area where farm labour was quite scarce.

Employment in *mining* continued to increase in the fall of 1950, with expansion in the metallic and non-metallic mining industries and a gradually declining labour force in coal mining. The most recent data showed reported employment in the industry as over the 90,000 mark, an increase of about 5 per cent over 1949 levels.

The international situation has provided added impetus to the base metals group. The demand for nickel has been so great that producers have been rationing customers, although output was at a record peacetime level. Zinc also was in extremely short supply, due in large part to the United States stock-piling program. Gold mines were in a more uncertain position. Increasing seasonal demand has helped keep current employment steady in coal mines.

More skilled labour could have been used by the industry were qualified men available; these in turn would provide added employment for helpers and beginners. Many mines have been operating training schools for newly hired men. There was some demand for more immigrant workers to be brought into the country; although this type of labour still forms an important part of the industry's labour force, many left the mines when their contract period was up. With labour costs mounting the trend towards increased use of machines, such as mechanical muckers, has been accelerated, thus reducing labour demand.

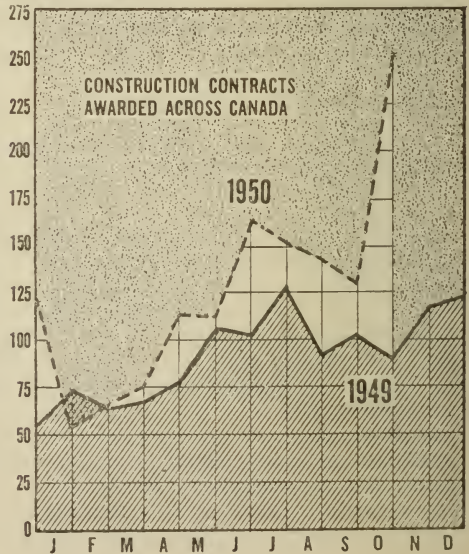
The labour market in the *manufacturing* industries continued strong during October as the usual seasonal activity was augmented by the stimulus to the economy

resulting from increased defence expenditures. Such industries as meat packing and fruit and vegetable processing were at their peak period. Most consumer goods industries, particularly those producing electrical apparatus and textiles were adding to their staffs. In some cases, shortages of metal-workers had developed. Capital investment was heavy during the month and resulted in improved employment conditions among producers' goods industries. The demand for labour from these groups offset seasonal employment declines in other industries, including sawmills, beverages and petroleum products.

Lay-offs, other than those for seasonal reasons, were light during the month. In British Columbia, several shingle mills were forced to reduce operations because of a drop in sales in the United States market and several hundred workers were laid off. Steel shortages limited production in some plants, also resulting in temporary lay-offs. About 6,000 men were off work in automobile plants, mostly for less than three weeks, because of re-tooling for new models and shortages of parts.

The heavy amount of work on hand in the *construction* industry this fall has resulted in a delay in seasonal lay-offs. Towards the end of the same season, there was in fact a pre-winter flurry of work as contractors rushed to complete outside work so inside jobs could be carried on during the winter months. There was no unemployment problem of any proportion in the industry by the end of October, therefore, although some lay-offs had occurred as projects were completed.

MILLIONS OF DOLLARS



Shortages of labour and materials, which have delayed production in recent years, again became more prominent as the backlog of work increased. Qualified men in all trades were in demand and generally easily found other jobs if laid off. Unskilled labour was in better supply, although demand from the logging industry for this type of labour was heavy. Among the scarce materials, cement and steel were particularly short in all regions and caused some temporary unemployment.

Employment Service Activities

The operational statistics of the National Employment Service revealed October as a month of exceptionally high placement activity. Since this was a time of transition between summer and winter employment for many workers, applications for jobs were numerous and, in spite of the high placement rate, not all these immediately secured jobs. Job applications on the active file increased from 133,000 to 142,000 during the month. The employment situation for those seeking work was decidedly better than at the same time last year, however, with an increase of 23,000 in unfilled vacancies over the year.

Logging industries particularly were using the facilities of the NES to obtain suit-

able help. Despite thousands of hirings during the month, 18,300 vacancies in this industry were still available at the end of October, according to employment office records. This was 1,200 more than a month earlier and 17,000 higher than a year ago.

Considerable hiring was also taking place in the metalworking and electrical trades during October, as both skilled and semi-skilled workers were directed to jobs. Almost twice as many opportunities were available at NES offices in these trades than a year ago but applications from job-seekers had fallen off by over 40 per cent.

Demand for both engineers and draughtsmen rose during the month, but requirements had to be met from a much depleted labour supply. Employers were seeking qualified men with experience, but either age, inexperience or lack of education has hindered employment officials from effectively matching available workers to the vacancies on file.

Job orders for miners also rose during October with applications on hand decreasing correspondingly. Considerable activity was evident in the service industries as workers released from tourist resorts looked for alternative employment. Waitress jobs in second-class restaurants and domestic openings were still difficult to fill, however.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index remained unchanged at 170.7 between October 2 and November 1. Declines in the food and fuel and light indexes were counterbalanced by increases in the remaining four groups. The food index moved down 1.5 points to 218.6 as sharp seasonal declines were registered for meats and small recessions for fresh vegetables. These outweighed slight advances for eggs, butter, fish, coffee, oranges and canned goods. A decline of 0.4 to 140.6 for the fuel and lighting index was due to lower prices for imported United States coal and coke, which followed the removal of controls from the Canadian dollar. Home furnishings and services rose 2.1 points to 174.8 due to advances for almost all items included in this group. Higher prices for most clothing items was reflected in an increase of 1.0 points to 184.5 in the index for this group, while the index for miscellaneous items rose fractionally from 133.3 to 133.4. For the latter group, firmer prices for barbers' fees, toilet soap, hospital charges and street car fares outweighed a decline in the average price of gasoline. Reflecting the results of the November quarterly survey, the rent index rose 0.9 point to 136.4.

Between August, 1939 and November, 1950, the cost-of-living index advanced 69.3 per cent.

Cost of Living in Eight Cities

Regional city cost-of-living indexes registered mixed changes between September 1 and October 2. Indexes for six centres moved higher while two recorded declines. Wide changes in foods were principally responsible. Halifax and Edmonton food prices declined sharply due to seasonal drops in meats and fresh vegetables, and were responsible for declines in the composite indexes for these two centres. At other centres, declines for these food items were overbalanced by increases for dairy products and eggs. Group indexes for clothing and home furnishings and services moved up at most centres. Fuel costs and miscellaneous items were generally unchanged to fractionally higher. Rents, which were not surveyed in October, remained unchanged.

* See Tables F-1 to F-6.

Composite city index changes between September 1 and October 2 were as follows: Saint John +1.8 to 167.8; Winnipeg +1.1 to 165.4; Toronto +0.7 to 166.8; Montreal +0.4 to 175.1; Saskatoon +0.4 to 168.2; Vancouver +0.1 to 170.9; Halifax -1.0 to 159.3, and Edmonton -0.5 to 164.5. In the same interval, the Dominion index rose 0.8 to 169.3.

Wholesale Prices, September, 1950

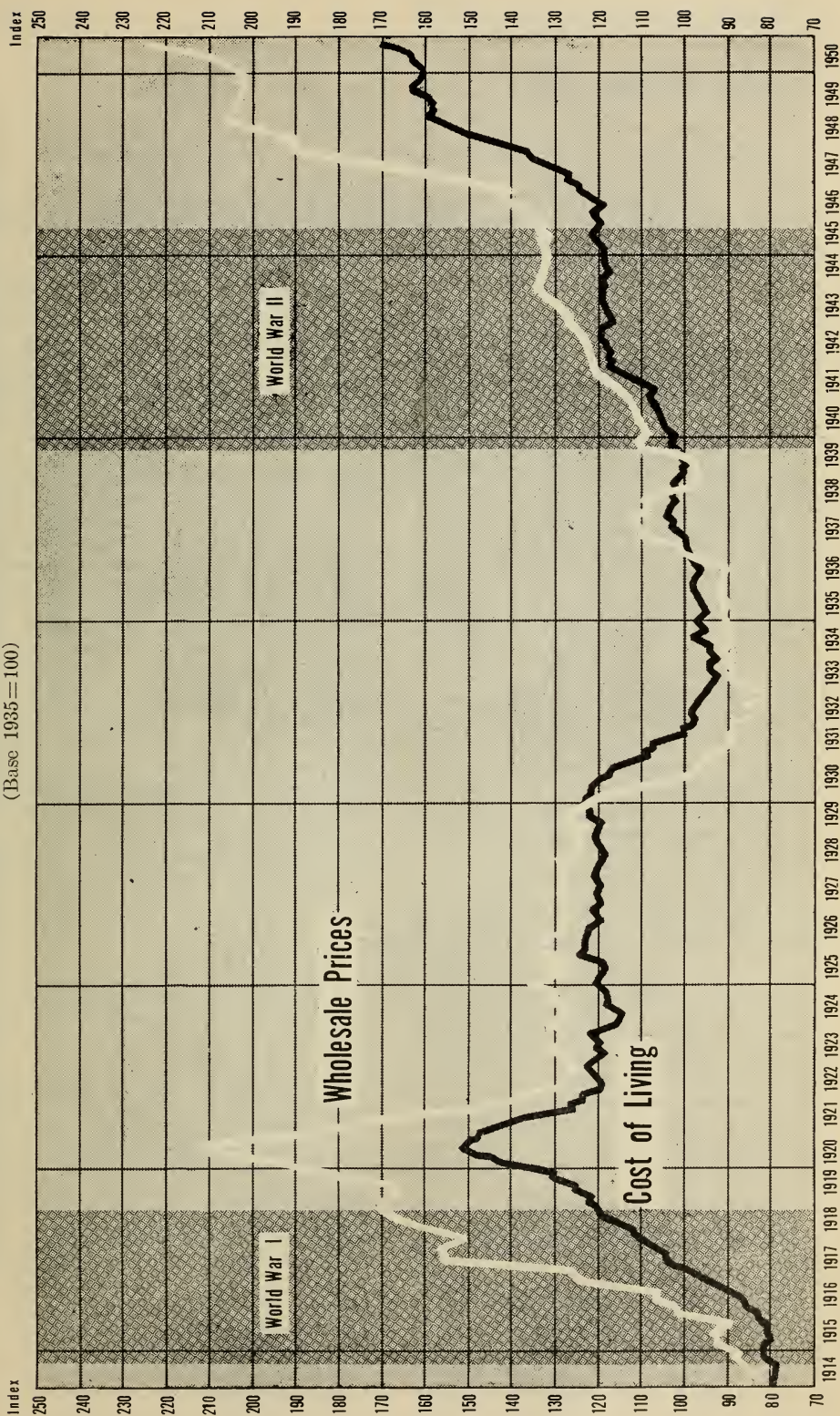
The general index of wholesale prices advanced 5.1 points between August and September, establishing a new peak level of 173.6. All eight groups contributed to this increase, with Textile Products and Non-ferrous Metals recording the sharpest advances. Textile Products rose 17.3 points between August and September to 190.0 and Non-ferrous Metals moved up 13.7 points in the same period to 176.5. Chemical Products followed with an increase of 6.3 points to 128.6. Wood Products rose 6.1 points to 213.6. Vegetable Products and Animal Products recorded equal increases of 2.6 points, to reach September levels of 152.7 and 182.5 respectively. Non-metallic Minerals rose 2.2 points to 143.0 and Iron Products 2.0 points to 184.5.

Among important commodity price increases between August and September were the following: tallow 57.6 per cent, refined glycerine 41.0 per cent, antimony 40.0 per cent, botany serge 30.4 per cent, beef hides 28.6 per cent, worsted suiting 26.4 per cent, litharge 26.1 per cent, turpentine 25.8 per cent, lead pipe 25.6 per cent, red lead 25.0 per cent, fresh whitefish 25.0 per cent, brewers' malt 23.0 per cent. Price declines in the same period included the following: onions, Toronto 23.8 per cent, potatoes (average) 16.9 per cent, hay No. 2 Timothy, Montreal 13.3 per cent, beef carcass, Vancouver 13.2 per cent, lamb carcass, Toronto 11.6 per cent, ham, Winnipeg 9.8 per cent, rolled oats 9.1 per cent, canned raspberries 8.3 per cent.

The index of Canadian farm products at wholesale moved up 0.8 point between August and September. The Animal Products index rose 3.9 points, reflecting higher prices for hides and skins, raw wool, eggs, fresh milk and livestock. Field Products declined 1.1 points when prices for onions, hay, potatoes and grains moved lower.

COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935=100)



STRIKES AND LOCKOUTS*

Canada, October 1950

Strike activity was little changed from the previous month. There was an increase of two in the number of new stoppages reported but fewer workers were involved and the time loss was down slightly. In October, 1949, with about the same number of strikes and lockouts, the time lost was more than double that for October, 1950. A strike of shipyard workers at Vancouver, B.C., caused the greatest amount of time loss during the month. This is the first strike recorded in the shipbuilding industry since November, 1947.

Preliminary figures for October, 1950, show 20 strikes and lockouts in existence, involving 12,557 workers, with a time loss of 29,973 man-working days, as compared with 20 strikes and lockouts in September, 1950, with 15,902 workers involved and a loss of 38,376 days. In October, 1949, there were 22 strikes and lockouts, with 16,433 workers involved, and a loss of 69,992 days.

For the first ten months of this year preliminary figures show 123 strikes and lockouts, involving 174,180 workers, with a loss of 1,331,671 man-working days. In the same period in 1949 there were 119 strikes and lockouts, with 49,289 workers involved and a loss of 903,938 days.

Based on the number of non-agricultural wage and salary workers in Canada, the

* See Tables G-1 and G-2.

time lost in October, 1950, was 0.04 per cent of the estimated working time: 0.05 per cent in September, 1950; 0.08 per cent in October, 1949; 0.16 per cent for the first ten months of 1950; and 0.11 per cent for the first ten months of 1949.

Of the 20 strikes and lockouts in existence during the month, one was settled in favour of the workers, three in favour of the employers, three were compromise settlements, and four were indefinite in result, work being resumed pending final settlement. At the end of the month nine work stoppages were reported as untermminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; textile products factory workers at St. Lambert, P.Q., August 29, 1949; printers at St. John's, Newfoundland, May 22, 1950; department store clerks at New Westminster, B.C., August 27, 1949; and electrical apparatus factory workers at Vancouver, B.C., May 11, 1950.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1950, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in August, 1950, was 90 and nine were still in progress from the previous month, making a total of 99 during the month.

In all stoppages of work in progress in the period there were 18,000 workers involved and a time loss of 52,000 working days was caused.

Of the 90 disputes leading to stoppages of work which began in August, four, directly involving 300 workers, arose out of demands for advances in wages, and 40, directly involving 4,800 workers, on other wage questions; seven, directly involving 1,800 workers, on questions respecting the employment of particular classes or persons; 34, directly involving 6,000 workers on other questions respecting working arrangements; four, directly involving 3,300 workers on questions of trade union principle; and one directly involving 100 workers, was in support of workers involved in another dispute.

United States

Preliminary figures for September, 1950, show 525 strikes and lockouts beginning in the month, in which 275,000 workers were involved. The time loss for all strikes and

lockouts in progress during the month was 3,500,000 man-days. Corresponding figures for August, 1950, are 560 strikes and lockouts, involving 350,000 workers with a time loss of 2,900,000 days.

FATAL INDUSTRIAL ACCIDENTS IN CANADA*

Third Quarter of 1950

There were 288¹ industrial fatalities in Canada in the third quarter of 1950 according to the latest reports received by the Department of Labour. This number of fatalities is one less than the 289 recorded for the previous quarter (including 27 on a supplementary list).

The industrial fatalities recorded are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of their employment. Deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Board are included.

Statistics on industrial fatalities are compiled from reports received from the various provincial Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are used to supplement these data. For those industries which are not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible therefore that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation.

During the quarter under review there were three accidents which resulted in three or more industrial fatalities in each case. On July 9, three electrical workers engaged on the conversion of a hydro-electricity transmission system from 25 to 60 cycles at London, Ontario, received fatal burns when a transformer exploded. An aircraft crash at Timagami, Ontario, resulted in the death of five employees of the Ontario Department of Lands and Forests on August 30. Five fishermen from Woods Harbour, Nova Scotia, are believed

to have been drowned when their boat was capsized off the south coast of Nova Scotia during a hurricane; their overturned boat was found on September 20.

Grouped by industries, the largest number of fatalities, 53, was recorded in construction; during the previous quarter there were 48 fatalities in this industrial group. There were 47 fatalities in manufacturing during the third quarter; 13 of these were in the saw and planing mill products group and 10 were in the iron and steel products group. During the second quarter of 1950 there were 60 fatalities in manufacturing, 25 of which occurred in the iron and steel products group.

During the three months under review there were 46 fatal accidents in the transportation group as compared with 40 in the previous quarter. Accidents in the steam railway sub-group numbered 21 as compared with 16 in the preceding period. Fatal accidents involving watercraft numbered 10 as compared with 12 in the previous quarter.

There were 39 fatal accidents in the service groups during the third quarter, 35 of which were in the public administration sub-group. In the previous quarter 24 fatalities in the service group had been recorded.

Fatal accidents in logging numbered 25, a decline of 9 from the number recorded in the second quarter.

Twenty persons died as the result of accidents in electricity, gas and water production and supply during the quarter as compared with 17 in the previous three months.

The number of accidents in mining which were reported as occurring during the quarter numbered 19, or 25 less than the 44 which were recorded in the second quarter of 1950.

As mentioned above information in regard to accidents in agriculture is obtainable only from newspaper reports. Only 15 fatal accidents were reported in the third quarter of 1950 as compared to 50 in the same quarter of 1949 and 22 in the second quarter of 1950.

* See Tables H-1 and H-2.

¹ The number of industrial fatalities that occurred during the third quarter of 1950 is probably greater than the figure now quoted. Supplementary lists compiled from reports received in subsequent quarters generally revise upwards the figures for previous periods.

During the quarter under review there were 14 fatal accidents in trade, the same number as that recorded in the previous quarter. There were 10 fatalities in fishing and trapping during the quarter.

An analysis of the causes of the fatal industrial accidents which occurred during the quarter shows that 96 or 33.3 per cent were caused by moving trains, watercraft or other vehicles. Falls of persons resulted in 51 or 19.8 per cent of the period's fatalities, while the classification "dangerous substances", in which is included electric current, accounted for 42 or 14.6 per cent

of the industrial fatalities recorded. Falling objects were the cause of 24 fatalities while industrial diseases, strains and infections were responsible for 21 of 32 deaths reported under the heading of "Other Causes".

The largest number of industrial fatalities was recorded in Ontario where there were 112. In British Columbia there were 58 and in Quebec, 52.

During the quarter under review there were 104 fatalities in July, 91 in August and 93 in September.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1950		1949	1948	1944	1939
	Oct.	Sept.	Sept.	Sept.	Sept.	Sept.
Labour Force—						
Civilian labour force ⁽¹⁾ 000		5,324	5,253	5,109	†	†
Persons with jobs ⁽¹⁾ 000		5,221	5,155	5,042	†	†
Male ⁽¹⁾ 000		4,107	4,012	3,932	†	†
Female ⁽¹⁾ 000		1,114	1,143	1,110	†	†
Paid workers ⁽¹⁾ 000		3,639	3,575	3,439	†	†
Persons without jobs and seeking work ⁽¹⁾ 000		103	98	67	†	†
Index of employment, 8 leading industries ⁽²⁾		206.0	202.1	201.8	185.5	119.6
Unemployment in trade unions ⁽²⁾%			2.2	1.0	0.3	9.1
Immigration.....No.		5,030	4,174	11,871	976	1,461
Adult males.....No.		2,262	1,706	4,383	262	451
Earnings and Hours—						
Total labour income.....\$000,000			662	663	†	†
Per capita weekly earnings, 8 leading inds.....\$		44.26	43.27	40.86	31.69	†
Average hourly earnings, manufacturing.....c		104.4	98.4	93.4	†	†
Average hours worked per week, manufacturing.....		41.9	42.4	41.7	†	†
Real weekly earnings, manufacturing ⁽⁴⁾		105.3	105.2	100.2	†	†
National Employment Service—						
Live Applications for employment (1st of mo.) ⁽⁶⁾	133.1	151.6	137.4	88.3	59.6	†
Unfilled Vacancies (1st of month) ⁽⁶⁾	64.8	46.2	42.6	63.7	188.1	†
Placements, weekly average.....		19.9	16.3	16.7	†	†
Unemployment Insurance—						
Ordinary live claims.....000	79.3	98.9	80.8	44.3	5.4	†
Balance in fund.....\$000,000		614.5	568.8	490.3	228.9	†
Price Indexes—						
Wholesale ⁽²⁾		173.6	155.4	158.4	102.3	78.4
Cost of living index ⁽²⁾	170.7	169.8	162.3	158.9	118.8	100.8
Residential building materials ⁽²⁾			226.2	221.6	146.6 ⁽⁷⁾	102.3 ⁽⁷⁾
Production—						
Industrial production index ⁽³⁾		200.4	188.5	184.1	195.4	111.8
Mining production index ⁽³⁾			144.8	127.9	102.1	120.2
Manufacturing index ⁽³⁾		211.4	197.2	195.3	216.2	110.1
Electric power.....000,000 k.w.h.		4,113	3,753	3,598	3,235	2,381
Construction—						
Contracts awarded.....\$000,000			103.3	79.7	25.3	19.4
Dwelling units, started.....000			10.0	10.7	†	†
Completed.....000			7.6	6.7	†	†
Under construction.....000			58.7	59.7	†	†
Pig iron.....000 tons		199.4	168.4	182.5	145.4	66.0
Steel ingots and castings.....000 tons		274.9	240.7	257.9	242.7	124.4
Inspected slaughtering, cattle.....000			145.2	162.8	125.2	84.4
Hogs.....000			274.7	233.8	440.6	269.6
Flour production.....000,000 bbls.			1.86	2.19	1.97	1.93
Newsprint.....000 tons			415.2	376.1	244.2	253.2
Cement producers' shipments.....000,000 bbls.		1.6	1.6	1.5	0.9 ⁽⁸⁾	0.9 ⁽⁸⁾
Automobiles and trucks.....000		38.3	30.9	23.8	12.5	3.9
Gold.....000 fine oz.		364.9	364.7	295.0	237.1	422.4
Copper.....000 tons			22.2	19.6	21.6	25.4
Lead.....000 tons			12.8	15.3	9.5	16.2
Nickel.....000 tons			9.6	9.9	11.4	10.2
Zinc.....000 tons			22.7	19.8	23.5	14.9
Coal.....000 tons	1,753	1,495	1,747	1,578	1,396	1,385
Crude petroleum.....000 bbls			2,170	1,101	852	720
Distribution—						
Wholesale sales index, unadjusted ⁽⁵⁾		352.1	332.6	327.0	205.4	159.1
Retail sales.....\$000,000		746.3	684.7	638.5	†	†
Imports, excluding gold.....\$000,000		279.7	221.6	221.7	159.7	73.6
Exports, excluding gold.....\$000,000		279.1	228.4	283.0	264.6	81.5
Railways—						
Revenue freight, ton miles.....000,000			5,141	5,375	5,563	4,800
Car loadings, revenue freight.....000	85.0	363.0	363.0	378.0	317.0	295.0
Banking and Finance—						
Common stocks, index ⁽⁵⁾	143.9	141.5	109.6	113.4	85.0	91.2
Preferred stocks, index ⁽⁵⁾			141.8	144.8	126.3	100.5
Bond yields, Dominion index ⁽⁵⁾	92.0	89.8	91.8	96.1	97.0	117.0
Cheques cashed, individual accounts.....\$000,000		8,747	7,656	6,710	4,819	2,832
Bank loans, current public.....\$000,000			2,184	1,931	939	891
Money supply.....\$000,000			4,369	4,153	3,153 ⁽⁷⁾	1,370 ⁽⁷⁾
Circulating media in hands of public.....\$000,000			1,211	1,180	967	281 ⁽⁷⁾
Deposits.....\$000,000			3,158	2,973	2,163 ⁽⁷⁾	1,089 ⁽⁷⁾

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics. † Comparable statistics are not available.

(1) Labour Force Survey figures given are as at August 19, 1950, August 20, 1949, September 4, 1948. (2) Average 1926=100. (3) Figures are as at end of quarter ending September 1949, 1948, 1944, 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index: base; Average for 1946=100. (5) Average 1935-39=100. (6) Newfoundland is included after April 1, 1949. (7) Year end figures. (8) Figures for 1939-44 are production data rather than shipments.

A—Labour Force

TABLE A-1.—ESTIMATED NON-INSTITUTIONAL MANPOWER

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Population Class	August 19, 1950			June 3, 1950 ⁽¹⁾		
	Male	Female	Total	Male	Female	Total
TOTAL CIVILIAN NON-INSTITUTIONAL MANPOWER.....	4,894	4,823	9,717	4,606	4,529	9,135
A. Labour Force.....	4,189	1,135	5,324	3,869	1,064	4,933
1. Persons with jobs.....	4,107	1,114	5,221	3,750	1,043	4,793
(1) Agricultural.....	1,039	112	1,151	901	76	977
Paid Workers.....	120	13	133	109	(a)	114
Employers.....	51	(a)	52	47	(a)	49
Own Account Workers....	611	(a)	619	539	(a)	546
Unpaid Workers.....	257	90	347	206	62	268
(2) Non-Agricultural.....	3,068	1,002	4,070	2,849	967	3,816
Paid Workers.....	2,598	908	3,506	2,394	878	3,272
Employers.....	128	(a)	135	120	(a)	127
Own Account Workers....	319	50	369	316	53	369
Unpaid Workers.....	23	37	60	19	29	48
2. Persons without jobs and seeking work.....	82	21	103	119	21	140
B. Not in the Labour Force.....	705	3,688	4,393	737	3,465	4,202
1. Permanently unable or too old to work.....	167	97	264	156	91	247
2. Keeping House.....	(—)	3,220	3,220	(a)	2,953	2,954
3. Going to school.....	(a)	(a)	(a)	309	301	610
4. Retired or Voluntarily idle....	526	364	890	266	114	380
5. Other.....	10	(a)	17	(a)	(a)	11

(a) Fewer than 10,000.

(¹) Excluding Manitoba.

TABLE A-2.—SUMMARY OF NATIONAL ESTIMATES

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Population Class	Aug. 19, 1950	June 3, 1950 ⁽¹⁾	Aug. 20, 1949	Sept. 4, 1948
Civilian Non-Institutional Population.....	9,717	9,135	9,343	9,160
Civilian Labour Force.....	5,324	4,933	5,253	5,109
Persons with Jobs.....	5,221	4,793	5,155	5,042
Agriculture.....	1,151	977	1,235	1,247
Forestry.....	71	60	43	58
Fishing and Trapping.....	48	50	26	19
Mining, Quarrying and Oil Wells.....	75	74	83	70
Manufacturing.....	1,362	1,276	1,340	1,290
Public Utility Operations.....	48	43	46	44
Construction.....	380	(2)327	362	323
Transportation, Storage and Communications.....	388	351	373	384
Trade.....	643	604	672	643
Finance, Insurance and Real Estate.....	138	136	145	136
Service.....	917	(2)895	830	828
Persons without jobs and seeking work.....	103	140	98	67
Not in Labour Force.....	4,393	4,202	4,090	4,051

(¹) Excluding Manitoba.

(²) Revised.

TABLE A-3.—INDUSTRIAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Industry	August 19, 1950			June 3, 1950 ⁽¹⁾		
	Male	Female	Total	Male	Female	Total
Agriculture.....	1,039	112	1,151	901	76	977
Forestry.....	70	(a)	71	59	(a)	60
Fishing and Trapping.....	48	(—)	48	50	(—)	50
Mining, Quarrying and Oil Wells....	74	(a)	75	72	(a)	74
Manufacturing.....	1,081	281	1,362	1,013	263	1,276
Public Utility Operations.....	43	(a)	48	38	(a)	43
Construction.....	376	(a)	380	(2)322	(a)	(2)327
Transportation and Communications	339	49	388	304	47	351
Trade.....	434	209	643	415	189	604
Finance and Real Estate.....	78	60	138	76	60	136
Service.....	525	392	917	(2)500	395	(2)895
Total.....	4,107	1,114	5,221	3,750	1,043	4,793

(a) Fewer than 10,000.

⁽¹⁾ Excluding Manitoba.⁽²⁾ Revised.**TABLE A-4.—REGIONAL DISTRIBUTION OF PERSONS WITH JOBS**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	August 19, 1950		June 3, 1950 ⁽¹⁾	
	Number	Per cent	Number	Per cent
Newfoundland.....	106	2.0	98	2.1
Maritime Provinces.....	425	8.2	424	8.8
Quebec.....	1,434	27.5	1,387	28.9
Ontario.....	1,835	35.1	1,797	37.5
Prairie Provinces.....	989	18.9	665	13.9
British Columbia.....	432	8.3	422	8.8
CANADA.....	5,221	100.0	4,793	100.0

⁽¹⁾ Excluding Manitoba.**TABLE A-5.—PERCENTAGE DISTRIBUTION OF PERSONS WITH JOBS BY HOURS WORKED PER WEEK**

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	Aug. 19 1950	June 3 1950 ⁽¹⁾	Aug. 19 1950	June 3 1950 ⁽¹⁾
0.....	0.9	0.7	6.3	2.0
1-14.....	4.5	4.0	1.0	1.3
15-24.....	3.5	4.5	2.5	2.6
25-34.....	3.3	3.1	3.0	3.6
35-44.....	7.1	6.6	44.3	47.6
45-54.....	17.8	19.4	32.8	33.2
55 hours and over.....	62.9	61.7	10.1	9.7
Total.....	100.0	100.0	100.0	100.0

⁽¹⁾ Excluding Manitoba.

TABLE A-6.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING WORK

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. *Labour Force Survey*

Region	August 19, 1950		June 3, 1950 ⁽¹⁾	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	(a) 18	7.8	17	12.1
Maritime Provinces.....	38	17.5	23	16.4
Quebec.....	23	36.9	51	36.4
Ontario.....	(a) 10	222.3	32	22.9
Prairie Provinces.....	10	5.8	(a) 12	3.6
British Columbia.....		9.7	12	8.6
CANADA.....	103	100.0	140	100.0

(a) Fewer than 10,000 (1) Excluding Manitoba.

TABLE A-7.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—Total.....	27,281	24,787	12,059	64,127
1948—January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
Total.....	39,044	32,957	23,216	95,217
1950—January.....	1,234	1,414	1,062	3,710
February.....	1,906	1,676	1,377	4,959
March.....	2,284	1,862	1,655	5,801
April.....	2,922	2,331	2,262	7,515
May.....	3,655	2,611	2,096	8,362
June.....	2,899	2,354	1,686	6,939
July.....	3,053	2,003	1,668	6,724
August.....	1,995	1,883	1,332	5,210
September.....	2,262	1,674	1,094	5,030
Total (9 months 1950).....	22,210	17,808	14,232	54,250
Total (9 months 1949).....	31,830	25,826	18,493	76,149

TABLE A-8.—DISTRIBUTION OF ALL IMMIGRATION BY REGION
(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,352
December.....	102	848	2,645	1,134	435	5,164
Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—January.....	115	641	1,988	703	263	3,710
February.....	127	874	2,694	779	485	4,959
March.....	145	1,103	3,049	1,063	441	5,801
April.....	257	1,033	3,838	1,811	576	7,515
May.....	261	1,658	4,209	1,652	582	8,362
June.....	212	1,027	3,672	1,477	551	6,939
July.....	215	1,218	3,606	1,074	611	6,724
August.....	186	1,023	2,556	914	531	5,210
September.....	151	1,094	2,653	691	441	5,030
(Total 9 months 1950)...	1,669	9,671	28,265	10,164	4,481	54,250
(Total 9 months 1949)....	2,174	14,447	38,972	14,354	6,202	76,149

TABLE A-9.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION
(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Agri- culture	Unskilled and Semi- Skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
December.....	1,016	228	397	180	132	1,953
Total.....	18,118	5,938	8,336	2,998	3,654	39,044
1950—January.....	483	152	278	180	141	1,234
February.....	970	252	386	160	138	1,906
March.....	1,162	278	492	181	171	2,284
April.....	1,773	239	522	216	172	2,922
May.....	2,224	407	586	266	172	3,655
June.....	1,400	568	494	238	199	2,899
July.....	1,893	323	433	220	184	3,053
August.....	896	242	403	232	222	1,995
September.....	1,180	211	368	241	262	2,262
Total (9 months 1950)...	11,981	2,672	3,962	1,934	1,661	22,210
Total (9 months 1949)...	15,003	4,847	6,705	2,317	2,958	31,830

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME
(\$ Millions)

	Agriculture Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1948—Average.....	52	202	40	154	126	20	593
1948—April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642
1950—January.....	43	213	37	166	140	22	620
February.....	43	216	37	166	141	21	625
March.....	41	218	39	168	145	22	633
April.....	41	219	41	171	148	22	642
May.....	45	221	48	175	148	22	659
June.....	50	229	52	180	149	23	683
July.....	52	231	54	182	148	24	691
August.....	55	231	56	172	148	24	686

* Includes retroactive wage payments to railway system employees. All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At September 1, employers in the eight leading industries reported a total employment of 2,161,096 and total payrolls of \$95,645,829.

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.								
				Employment			Payrolls					
	Sept.1 1950 ¹	Aug. 1 1950	Sept.1 1949	Sept.1 1950 ¹	Aug. 1 1950	Sept.1 1949	Sept.1 1950 ¹	Aug. 1 1950	Sept.1 1949			
	\$	\$	\$									
(a) PROVINCES												
Maritime Provinces	37.03	39.29	37.58	123.0	121.9	124.9	207.6	218.4	214.1			
Prince Edward Island	31.31	35.45	33.59	185.9	175.7	154.3	265.7	284.4	238.7			
Nova Scotia	37.43	39.73	37.63	114.8	113.7	122.5	189.9	199.6	203.5			
New Brunswick	36.89	38.93	37.75	133.1	132.7	127.6	235.3	247.6	231.4			
Quebec	42.33	43.14	41.46	128.3	127.5	126.8	226.7	229.6	219.5			
Ontario	46.36	47.02	44.53	133.2	131.9	129.1	228.3	229.4	212.1			
Prairie Provinces	42.33	44.79	43.73	148.7	148.5	145.4	237.9	251.2	240.0			
Manitoba	41.68	44.45	43.43	138.7	138.6	137.7	218.2	232.5	225.8			
Saskatchewan	40.58	43.19	42.40	136.5	135.9	133.4	213.5	226.2	217.6			
Alberta	43.95	45.98	44.75	170.2	170.0	163.6	279.6	292.1	273.1			
British Columbia	48.25	48.60	46.61	161.1	159.4	159.5	273.3	272.4	260.7			
CANADA	44.26	45.26	43.26	134.9	133.9	132.4	231.7	235.2	221.9			
(b) CITIES												
Montreal	43.38	43.72	41.97	135.8	134.5	134.8	229.7	229.3	220.7			
Quebec	37.91	37.66	35.92	123.6	123.3	124.5	226.5	224.6	216.8			
Toronto	46.88	46.62	44.22	138.7	137.1	133.1	242.7	238.7	219.7			
Ottawa	39.25	39.43	38.06	134.8	134.9	134.5	228.6	229.8	221.1			
Hamilton	48.93	49.03	46.72	125.6	126.9	125.2	222.6	225.4	212.1			
Windsor	55.85	56.99	51.52	136.1	134.6	129.2	204.6	206.6	179.0			
Winnipeg	39.71	41.11	39.71	137.2	137.2	138.1	213.3	221.1	215.1			
Vancouver	46.60	46.92	44.85	164.9	162.9	164.4	289.1	287.5	276.4			
Halifax	36.48	36.93	35.21	131.5	129.2	133.3	210.0	208.9	204.7			
Saint John	37.65	37.49	36.36	118.0	114.8	119.7	206.7	200.2	202.9			
Sherbrooke	38.20	38.10	36.01	120.3	119.7	116.2	221.9	220.2	201.5			
Three Rivers	43.88	43.72	41.27	146.0	143.8	142.5	247.1	242.5	226.6			
Brantford	45.95	45.98	41.75									
Kitchener-Waterloo	43.36	43.41	41.08	141.1	139.4	138.9	269.8	267.0	251.7			
London	43.62	44.04	41.05	161.1	160.2	156.5	276.6	277.7	252.1			
Fort William-Port Arthur	46.26	47.57	44.99	80.7	80.1	82.9	143.5	146.4	141.1			
St. Catharines (1)	52.23	52.16	49.06									
Regina	40.37	40.08	38.84	135.0	135.4	136.5	233.3	232.2	224.6			
Saskatoon	38.57	38.70	38.09	160.3	161.0	156.6	283.4	285.5	271.8			
Calgary	42.89	43.69	42.42	156.1	156.4	150.8	265.5	271.1	253.1			
Edmonton	42.81	42.62	41.46	206.8	205.5	184.2	359.5	355.7	308.2			
Victoria	44.91	44.72	42.74	157.6	157.0	155.2	279.7	277.6	262.4			
(c) INDUSTRIES												
Manufacturing	46.27	46.74	44.20	126.3	124.6	124.5	225.2	224.5	212.1			
Durable Goods(2)	46.77	49.87	47.35	121.0	119.6	116.5	201.5	212.4	196.5			
Non-Durable Goods	45.47	43.53	41.12	129.0	127.0	129.8	249.2	234.8	226.6			
Electric Light and Power	51.35	51.23	48.54	475.7	177.3	176.7	286.8	288.8	272.7			
Logging	43.89	42.58	43.13	133.8	124.8	101.6	292.9	265.2	217.9			
Mining	52.85	54.80	51.29	109.2	109.2	104.9	180.4	187.1	168.3			
Communications	41.60	42.54	41.00	220.9	220.5	208.4	331.2	338.2	308.8			
Transportation	47.33	53.30	51.80	143.0	146.9	147.2	206.7	239.0	232.6			
Construction and Maintenance	41.98	43.02	41.92	147.5	146.8	147.9	268.7	274.1	269.1			
Services(2)	28.76	29.06	27.94	154.8	155.0	157.0	269.1	272.3	262.2			
Trade	39.23	39.35	37.34	149.7	149.0	145.4	245.8	245.4	227.6			
Eight Leading Industries	44.26	45.26	43.26	134.9	133.9	132.4	231.7	235.2	221.9			
Finance	42.57	42.63	41.55	152.9	153.2	145.2	224.3	225.1	207.9			
Nine Leading Industries	44.19	45.15	43.19	135.6	134.7	132.8	231.4	234.7	221.3			

¹ Includes Welland, Thorold and Merritt. ² This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4, with the exception of electric light and power. ³ Mainly hotels and restaurants and laundry and dry-cleaning plants. ⁴ Employment and earnings in the last pay period in August were affected by the railway dispute. The amount of change resulting from this occurrence is impossible to assess.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base:—June 1, 1941=100) (The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
June 1, 1941.....	100-0	100-0	100-0	\$25.25	100-0	100-0	100-0	\$25.57
Sept. 1, 1946.....	114-9	145-6	129-6	32.72	111-4	140-1	127-9	32.71
Sept. 1, 1947.....	126-5	180-3	145-6	36.76	121-0	173-3	145-3	37.16
Sept. 1, 1948.....	132-2	209-3	161-8	40.86	124-7	199-1	162-1	41.46
Sept. 1, 1949.....	132-4	222-0	171-4	43.27	124-5	212-1	172-9	44.20
Oct. 1, 1949.....	132-4	223-8	172-5	43.55	124-2	214-4	175-4	44.84
Nov. 1, 1949.....	132-3	224-8	173-5	43.80	122-9	213-6	176-4	45.10
Dec. 1, 1949.....	132-2	224-7	173-5	43.81	121-7	212-9	177-5	45.38
Jan. 1, 1950.....	127-0	208-9	167-8	42.38	118-9	199-8	170-6	43.62
Feb. 1, 1950.....	122-6	209-2	174-2	43.99	118-4	207-2	177-7	45.43
Mar. 1, 1950.....	122-2	212-1	177-2	44.74	118-9	210-0	179-3	45.85
Apr. 1, 1950.....	123-1	214-2	177-7	44.88	119-3	212-3	180-7	46.20
May 1, 1950.....	123-6	215-7	178-2	44.99	119-5	213-4	181-2	46.33
June 1, 1950.....	128-6	222-6	176-6	44.59	121-5	215-9	180-3	46.11
July 1, 1950.....	132-5	232-1	178-7	45.13	123-3	222-9	182-8	46.73
Aug. 1, 1950.....	133-9	235-2	179-2	45.26	124-6	224-5	182-8	46.74
Sept. 1, 1950.....	134-9	231-7	175-3	44.26	126-3	225-2	181-0	46.27

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average calendar year 1926=100) (The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Sept. 1, 1934.....	98-8	101-8	.....	.....	.....	95-4	103-3	92-9	.....	.....	.....	96-2
Sept. 1, 1935.....	102-7	107-0	.....	.....	.....	99-3	103-9	100-5	.....	.....	.....	105-0
Sept. 1, 1936.....	107-1	114-4	.....	.....	.....	103-0	108-1	107-4	.....	.....	.....	109-3
Sept. 1, 1937.....	123-2	135-4	.....	.....	.....	140-5	125-0	109-4	100-2	128-3	110-0	121-2
Sept. 1, 1938.....	115-1	113-2	112-7	122-2	102-4	115-1	115-0	112-2	100-6	136-2	114-2	112-0
Sept. 1, 1939.....	119-6	116-4	111-6	125-6	105-3	128-5	116-2	114-0	104-2	128-9	119-2	116-6
Sept. 1, 1940.....	131-6	127-3	117-0	136-7	116-4	136-4	134-8	117-0	109-1	119-3	127-8	126-7
Sept. 1, 1941.....	162-7	164-1	130-2	182-1	143-8	169-9	169-0	136-1	130-5	132-2	147-5	149-8
Sept. 1, 1942.....	179-3	172-2	111-9	195-1	147-5	192-8	183-0	143-1	137-8	138-8	154-0	179-4
Sept. 1, 1943.....	186-2	187-8	121-5	210-2	163-4	200-7	186-1	145-3	139-1	137-7	159-9	198-8
Sept. 1, 1944.....	185-5	184-5	134-4	199-2	168-8	200-0	186-5	150-3	143-3	145-5	164-0	188-1
Sept. 1, 1945.....	172-8	173-2	131-2	189-1	155-5	175-1	175-2	147-2	140-8	142-6	159-9	183-6
Sept. 1, 1946.....	175-5	171-9	146-4	178-4	165-1	181-4	176-1	162-0	151-9	157-0	180-5	176-9
Sept. 1, 1947.....	193-2	184-7	159-2	191-7	177-3	196-1	196-4	172-1	158-5	168-0	195-4	207-5
Sept. 1, 1948.....	201-8	189-1	165-3	198-8	178-2	205-1	205-4	180-6	166-6	169-4	209-4	216-2
Sept. 1, 1949.....	202-2	190-4	165-3	205-7	172-1	199-5	208-3	186-6	171-7	169-9	220-0	215-1
Oct. 1, 1949.....	202-2	192-0	165-9	208-8	172-0	199-5	209-2	185-9	173-6	170-8	214-3	211-9
Nov. 1, 1949.....	202-0	188-6	165-0	206-1	167-5	202-0	208-6	185-2	173-1	171-8	212-3	208-7
Dec. 1, 1949.....	201-8	193-7	171-4	208-0	176-6	201-9	208-7	184-5	172-0	170-8	212-4	203-2
Jan. 1, 1950.....	194-0	172-9	157-7	173-7	172-9	191-4	205-1	178-3	166-5	160-5	207-7	193-2
Feb. 1, 1950.....	187-2	165-5	148-2	168-3	163-1	185-8	201-0	168-9	159-5	145-4	198-4	174-9
Mar. 1, 1950.....	186-6	162-3	141-6	165-3	159-8	183-8	200-3	167-7	157-3	144-8	198-3	181-9
Apr. 1, 1950.....	187-9	163-5	147-9	167-0	160-0	184-8	200-5	168-6	157-3	146-2	200-5	189-8
May 1, 1950.....	188-7	159-2	150-9	162-5	155-4	185-4	201-0	170-8	158-4	149-5	203-3	195-4
June 1, 1950.....	196-4	174-6	167-3	180-1	168-1	193-0	207-1	178-5	160-9	164-6	214-3	203-7
July 1, 1950.....	202-3	185-3	179-5	186-7	198-2	198-2	212-3	186-4	169-8	169-4	222-6	208-4
Aug. 1, 1950.....	204-4	185-8	188-2	190-9	179-0	200-6	212-8	190-5	172-8	173-1	228-6	215-0
Sept. 1, 1950.....	206-0	187-4	199-1	192-8	179-6	201-8	214-9	190-8	172-9	173-9	228-9	217-3
Relative Weight of Employment by Provinces and Economic Areas as at September 1, 1950..	100-0	6-8	0-2	3-8	2-8	28-5	42-4	12-5	5-4	2-4	4-7	9-5

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated areas to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.								
				Employment			Payrolls					
	Sept. 1, 1950	Aug. 1, 1950	Sept. 1, 1949	Sept. 1, 1950	Aug. 1, 1950	Sept. 1, 1949	Sept. 1, 1950	Aug. 1, 1950	Sept. 1, 1949			
Manufacturing	\$6.27	\$6.74	\$4.20	126.3	124.6	124.5	225.2	224.5	212.1			
Animal products—edible.....	43.08	43.80	42.25	150.1	151.8	150.3	256.0	263.3	249.8			
Fur and products.....	43.23	43.48	41.12	142.6	139.7	135.5	228.5	225.2	208.3			
Leather and products.....	34.01	33.38	32.80	102.7	100.9	109.6	185.8	179.1	189.8			
Boots and shoes.....	32.87	32.15	31.54	102.6	101.5	111.7	190.0	183.7	198.4			
Lumber and its products.....	41.77	41.70	39.78	135.6	135.6	127.2	260.3	259.8	233.8			
Rough and dressed lumber.....	43.22	43.10	41.03	136.6	137.1	124.9	276.2	276.4	240.7			
Furniture.....	40.19	39.90	39.03	166.2	164.3	155.4	243.3	238.7	222.8			
Other lumber products.....	37.76	38.20	36.10	108.5	108.8	113.9	221.1	224.4	222.2			
Plant products—edible.....	38.15	38.00	35.33	154.8	151.3	172.4	260.4	253.6	269.6			
Pulp and paper products.....	53.52	53.74	49.84	146.5	145.8	141.5	264.5	264.2	237.7			
Pulp and paper.....	61.52	61.73	56.43	135.9	135.0	131.5	264.8	264.1	235.1			
Paper products.....	43.31	43.61	40.58	175.3	170.7	171.7	313.8	307.7	287.5			
Printing and publishing.....	49.44	49.56	46.83	149.0	149.9	142.8	247.5	249.5	224.1			
Rubber products.....	49.34	48.63	44.91	130.6	128.1	123.6	274.7	265.6	236.8			
Textile products.....	36.27	35.68	34.89	114.6	110.9	114.3	216.9	206.5	208.3			
Thread, yarn and cloth.....	39.45	39.03	37.84	113.4	110.2	109.4	237.0	227.9	218.9			
Cotton yarn and cloth.....	38.15	38.46	36.19	97.9	97.2	90.5	193.4	193.8	169.9			
Woolen yarn and cloth.....	38.48	37.48	37.26	99.7	97.4	101.6	215.5	205.1	211.6			
Synthetic silk and silk goods.....	41.84	40.91	40.44	152.6	143.5	148.4	348.1	320.2	324.5			
Hosiery and knit goods.....	34.21	32.82	31.84	103.3	99.7	108.5	193.7	179.4	190.6			
Garments and personal furnishings.....	33.17	32.53	32.62	126.9	122.3	128.6	217.3	205.4	216.9			
Other textile products.....	38.96	38.87	37.40	94.3	91.6	94.9	181.9	176.3	175.4			
Tobacco.....	44.55	45.23	41.77	106.7	101.6	113.3	266.9	256.3	263.4			
Beverages.....	49.81	49.32	47.79	187.3	189.0	188.1	315.1	314.9	303.2			
Chemicals and allied products.....	50.20	49.78	47.43	101.1	100.5	99.5	186.3	183.8	173.4			
Clay, glass and stone products.....	48.01	48.14	45.28	154.1	154.5	149.3	300.5	302.1	274.8			
Electric light and power.....	51.35	51.23	48.54	175.7	177.3	176.7	286.8	288.8	272.7			
Electrical apparatus.....	50.47	50.27	48.01	184.1	180.9	163.7	340.5	333.2	294.2			
Iron and steel products.....	50.16	52.31	49.33	109.6	108.2	107.4	180.8	186.1	174.1			
Crude, rolled and forged products.....	54.79	55.14	53.03	147.2	141.1	139.0	219.1	211.3	200.0			
Machinery (other than vehicles).....	50.09	49.72	47.59	113.9	111.5	111.1	197.7	192.1	184.6			
Agricultural implements.....	49.45	50.54	44.65	172.4	173.3	178.3	315.7	324.4	294.6			
Land vehicles and aircraft.....	48.90	54.38	51.07	103.9	104.1	102.7	156.3	174.2	161.5			
Automobiles and parts.....	57.46	59.14	53.16	138.6	137.8	120.4	207.0	211.8	166.6			
Steel shipbuilding and repairing.....	49.24	48.84	47.03	73.2	74.2	71.3	120.2	120.7	111.8			
Heating appliances.....	47.09	46.14	44.42	149.4	145.8	151.1	265.3	253.8	253.9			
Iron and steel fabrication (n.e.s.).....	53.72	53.85	49.04	102.1	101.1	103.1	232.0	230.2	212.4			
Foundry and machine shop products.....	51.46	50.71	46.21	82.4	81.3	88.7	211.2	205.2	195.8			
Other iron and steel products.....	49.44	49.02	46.87	104.6	101.1	99.1	189.2	181.4	169.7			
Non-ferrous metal products.....	51.56	51.34	49.46	114.4	111.6	114.3	221.0	214.7	209.7			
Non-metallic mineral products.....	56.43	55.56	53.37	128.6	128.2	127.6	247.8	243.3	232.9			
Miscellaneous.....	39.95	39.97	37.91	163.1	159.2	158.9	290.1	283.4	268.7			
Logging	43.89	42.58	43.88	133.8	124.8	101.6	292.9	265.2	217.9			
Mining	52.85	54.80	51.29	109.2	109.2	104.9	180.4	187.1	168.3			
Coal.....	47.49	52.03	49.66	89.1	90.8	96.0	166.1	185.6	187.2			
Metallic ores.....	56.09	57.39	54.21	98.3	98.3	92.3	152.0	155.5	137.9			
Non-metallic minerals (except coal).....	51.36	52.04	46.64	201.4	197.6	178.9	379.8	377.6	308.0			
Communications	41.60	42.54	41.00	220.9	220.5	208.4	331.2	332.6	308.8			
Telegraphs.....	37.48	46.63	45.16	130.1	128.8	130.5	191.4	235.9	231.2			
Telephones.....	42.06	41.55	39.88	241.6	241.5	227.7	363.8	359.2	325.0			
Transportation	47.33	53.30	51.80	143.0	146.9	147.2	206.7	239.0	232.6			
Street railways, cartage and storage.....	48.38	47.96	46.91	162.7	161.8	159.7	270.1	266.5	256.9			
Steam railway operations.....	47.36	59.26	57.62	131.1	136.3	137.7	171.4	223.1	219.0			
Shipping and stevedoring.....	44.90	46.65	44.26	132.6	140.1	142.1	229.4	252.0	242.4			
Construction and Maintenance	41.98	43.02	41.92	147.5	146.8	147.9	268.7	274.1	269.1			
Building.....	47.04	46.54	45.27	198.4	194.1	188.2	326.3	315.8	297.9			
Highway.....	38.56	38.28	36.93	128.7	127.6	133.9	257.2	253.2	256.3			
Railway.....	32.62	42.20	43.06	93.2	99.4	102.7	153.4	211.6	223.0			
Services (as indicated below)	28.76	29.06	27.94	154.8	155.0	157.0	269.1	272.3	262.2			
Hotels and restaurants.....	26.03	26.52	25.84	167.4	167.7	166.2	288.5	294.4	284.1			
Personal (chiefly laundries).....	29.18	29.28	28.42	129.9	130.6	130.8	212.8	214.7	209.5			
Trade	39.23	39.35	37.34	149.7	149.0	145.4	245.8	245.4	237.6			
Retail.....	36.73	37.03	34.99	145.7	145.3	140.8	244.2	245.5	225.0			
Wholesale.....	45.35	45.06	43.02	163.8	162.3	161.2	249.2	245.3	233.0			
Eight Leading Industries	44.26	45.26	43.26	134.9	133.9	132.4	231.7	235.2	221.9			
Finance	42.57	42.63	41.55	152.9	153.2	145.2	224.3	225.1	207.9			
Banks and trust companies.....	38.09	38.11	37.12	161.8	161.9	155.1	236.4	236.6	221.0			
Brokerage and stock market operations.....	52.00	53.42	47.92	169.3	172.4	149.0	255.1	267.0	206.3			
Insurance.....	47.96	47.90	47.36	140.0	140.5	132.2	209.0	209.5	194.9			
Nine Leading Industries	44.19	45.15	43.19	135.6	134.7	132.8	231.4	234.7	221.3			

¹ Employment and earnings in the last pay period in August were affected by the railway dispute. The amount of change resulting from this occurrence is impossible to assess.

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation*, D.B.S.

Industries	Sept. 1, 1950				Aug. 1, 1950		Sept. 1, 1949	
	Men		Women		Men		Women	
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	860,685	246,841	77.7	22.3	78.1	21.9	77.2	22.8
Animal products—edible	32,768	9,136	78.2	21.8	77.9	22.1	78.3	21.7
Fur and products	2,979	1,470	67.0	33.0	67.0	33.0	64.8	35.2
Leather and products	17,699	11,628	60.4	39.6	60.7	39.3	60.9	39.1
Boots and shoes	10,672	7,984	57.2	42.8	57.3	42.7	57.3	42.7
Lumber and products	84,766	6,975	92.4	7.6	92.6	7.4	92.3	7.7
Rough and dressed lumber	55,711	2,629	95.5	4.5	95.5	4.5	95.3	4.7
Furniture	17,759	2,368	88.2	11.8	88.6	11.4	89.1	10.9
Other lumber products	11,296	1,978	85.1	14.9	85.4	14.6	85.0	15.0
Pulp and paper products	43,448	24,297	64.1	35.9	66.4	33.6	61.8	38.2
Pulp and paper	96,258	22,980	80.7	19.3	80.7	19.3	80.2	19.8
Paper products	49,125	2,535	95.1	4.9	95.0	5.0	94.7	5.3
Printing and publishing	14,452	7,863	64.8	35.2	65.1	34.9	63.6	36.4
Rubber products	32,681	12,582	72.2	27.8	72.1	27.9	71.6	28.4
Textile products	16,834	5,350	75.9	24.1	75.9	24.1	75.2	24.8
Thread, yarn and cloth	75,732	55,153	47.1	52.9	47.4	52.6	46.2	53.8
Cotton yarn and cloth	39,614	21,474	64.8	35.2	65.4	34.6	64.3	35.7
Woolen yarn and cloth	15,114	8,999	62.7	37.3	63.0	37.0	61.6	38.4
Synthetic silk and silk goods	8,316	5,954	58.3	41.7	59.2	40.8	58.6	41.4
Hosiery and knit goods	12,144	4,844	71.5	28.5	72.3	27.7	69.9	30.1
Garments and personal furnishings	8,147	13,829	37.1	62.9	37.2	62.8	36.1	63.9
Other textile products	19,475	42,495	31.4	68.6	31.7	68.3	30.9	69.1
Tobacco	8,496	7,355	53.6	46.4	52.6	47.4	54.0	46.0
Beverages	3,987	5,506	42.0	58.0	40.6	59.4	41.8	58.2
Chemicals and allied products	19,216	2,613	88.0	12.0	88.1	11.9	89.3	10.7
Clay, glass and stone products	33,822	10,599	76.2	23.8	76.2	23.8	75.6	24.4
Electric light and power	21,013	2,418	89.7	10.3	89.6	10.4	88.9	11.1
Electrical apparatus	31,645	4,523	87.5	12.5	87.6	12.4	88.1	11.9
Iron and steel products	43,176	16,507	72.3	27.7	72.8	27.2	72.7	27.3
Crude, rolled and forged products	270,843	22,933	92.2	7.8	92.3	7.7	92.3	7.7
Machinery (other than vehicles)	38,341	1,728	95.7	4.3	95.6	4.4	95.6	4.4
Agricultural implements	25,383	3,434	88.1	11.9	88.0	12.0	87.8	12.2
Land vehicles and aircraft	14,711	875	94.4	5.6	94.4	5.6	94.1	5.9
Automobiles and parts	110,873	7,282	93.8	6.2	94.0	6.0	94.4	5.6
Steel shipbuilding and repairing	48,806	5,546	89.8	10.2	89.8	10.2	89.5	10.5
Heating appliances	13,942	5,142	96.5	3.5	96.5	3.5	96.3	3.7
Iron and steel fabrication (n.e.s.)	7,765	531	93.6	6.4	93.7	6.3	94.0	6.0
Foundry and machine shop products	10,639	790	93.1	6.9	93.0	7.0	92.4	7.6
Other iron and steel products	7,456	390	95.0	5.0	95.3	4.7	95.5	4.5
Non-ferrous metal products	41,766	7,391	85.0	15.0	85.1	14.9	84.5	15.5
Non-metallic mineral products	39,921	5,924	87.1	12.9	87.3	12.7	86.7	13.3
Miscellaneous	14,806	1,433	90.9	9.1	91.0	9.0	91.0	9.0
	11,772	7,406	61.4	38.6	62.3	37.7	62.3	37.7
Logging	62,879	983	98.5	1.5	98.5	1.5	98.2	1.8
Mining	88,728	2,181	97.6	2.4	97.6	2.4	97.7	2.3
Coal	22,182	234	99.0	1.0	99.0	1.0	99.0	1.0
Metallic ores	46,040	869	98.1	1.9	98.1	1.9	99.9	2.1
Non-metallic minerals (except coal)	20,506	1,078	95.0	5.0	94.8	5.2	95.3	4.7
Communications	27,769	31,796	16.6	53.4	16.4	53.6	17.1	52.9
Telegraphs	7,264	1,595	82.0	18.0	81.9	18.1	81.8	18.2
Telephones	17,886	29,172	38.0	62.0	37.8	62.2	39.3	60.7
Transportation	173,997	10,789	91.2	5.8	91.0	6.0	93.8	6.2
Street railways, cartage and storage	60,628	4,626	92.9	7.1	93.0	7.0	92.9	7.1
Steam railway operation	85,246	4,558	94.9	5.1	94.3	5.7	94.2	5.8
Shipping and stevedoring	28,123	1,605	94.6	5.4	95.0	5.0	94.4	5.6
Construction and Maintenance	267,504	5,319	98.1	1.9	98.0	2.0	98.2	1.8
Building	134,911	3,526	97.5	2.5	97.4	2.6	97.5	2.5
Highway	92,330	1,718	98.2	1.8	98.2	1.8	98.4	1.6
Railway	40,263	75	99.8	0.2	99.7	0.3	99.7	0.3
Services (as specified below)	40,283	41,101	49.5	50.5	49.5	50.5	48.2	51.8
Hotels and restaurants	25,371	24,717	50.7	49.3	50.6	49.4	49.6	50.4
Personal (chiefly laundries)	7,485	12,369	37.7	62.3	37.7	62.3	38.4	61.6
Trade	191,268	108,932	63.7	36.3	63.6	36.4	62.6	37.4
Retail	124,114	88,997	58.2	41.8	58.1	41.9	56.8	43.2
Wholesale	67,154	19,955	77.1	22.9	77.2	22.8	76.3	23.7
Eight Leading Industries	1,713,104	417,992	79.3	20.7	79.4	20.6	78.9	21.1
Finance	49,615	45,308	52.3	47.7	52.3	47.7	52.8	47.2
Banks and trust companies	26,268	27,225	49.1	50.9	49.2	50.8	49.3	50.7
Brokerage and stock market operations	2,611	1,460	64.0	36.0	63.7	36.3	65.1	34.9
Insurance	20,736	16,614	55.5	44.5	55.5	44.5	56.7	43.3
Nine Leading Industries	1,762,719	493,300	78.1	21.9	78.3	21.7	77.8	22.2

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING(Hourly-Rated Wage-Earners) SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week Preceding			Average Hours Worked			Average Hourly Earnings		
			All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
			no.	no.	no.	cts.	cts.	cts.
Sept.	1,	1945	44.1	44.2	44.0	69.2	76.5	60.9
Sept.	1,	1946	42.7	42.6	42.7	70.6	76.5	65.1
Sept.	1,	1947	42.3	42.5	42.2	82.2	88.8	75.7
Sept.	1,	1948	41.7	42.0	41.5	93.4	100.9	85.8
Sept.	1,	1949	42.4	42.5	42.2	98.4	106.6	90.4
Oct.	1,	1949	42.7	43.0	42.5	99.3	107.8	91.0
Nov.	1,	1949	42.8	42.8	42.9	99.5	108.0	91.4
Dec.	1,	1949	42.9	43.0	42.9	100.0	108.7	91.5
*Jan.	1,	1950	39.9	40.3	39.6	101.1	109.3	92.9
Feb.	1,	1950	42.3	42.2	42.4	100.9	109.5	92.6
Mar.	1,	1950	42.5	42.6	42.5	101.4	109.8	93.1
April	1,	1950	42.8	43.0	42.6	101.7	110.0	93.6
May	1,	1950	42.6	42.9	42.4	102.5	110.6	94.3
June	1,	1950	42.0	42.2	41.7	103.5	111.4	95.5
July	1,	1950	42.5	42.9	42.2	103.9	111.8	95.7
Aug.	1,	1950	42.5	42.7	42.2	104.2	112.5	95.8
Sept.	1,	1950 ⁽¹⁾	41.9	41.5	42.3	104.4	112.9	96.0

* The averages at this date were affected by loss of working time at the year-end holiday in the case of January 1.

⁽¹⁾ See footnote ¹ to Table C-9.**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding			All Manufactures ¹		Durable Manufactured Goods		Non-Durable Manufactured Goods	
			Average Weekly		Average Weekly		Average Weekly	
			Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
Sept.	1,	1945	\$ 32.51	\$ 30.52	\$ 35.38	\$ 33.81	\$ 29.60	\$ 26.80
Sept.	1,	1946	32.59	30.15	34.65	32.59	30.82	27.80
Sept.	1,	1947	37.05	34.77	39.49	37.74	34.83	31.95
Sept.	1,	1948	41.33	38.95	44.44	42.38	38.46	35.61
Sept.	1,	1949	44.05	41.72	47.35	45.31	41.12	38.15
Oct.	1,	1949	44.72	42.40	48.20	46.35	41.63	38.68
Nov.	1,	1949	44.95	42.59	48.15	46.22	42.09	39.21
Dec.	1,	1949	45.23	42.90	48.62	46.74	42.21	39.25
*Jan.	1,	1950	43.42	40.34	46.61	44.05	40.52	36.79
Feb.	1,	1950	45.25	42.68	48.33	46.21	42.49	39.26
Mar.	1,	1950	45.68	43.10	48.94	46.77	42.74	39.57
Apr.	1,	1950	46.04	43.53	49.34	47.30	43.06	39.87
May	1,	1950	46.16	43.67	49.46	47.45	43.18	39.98
June	1,	1950	45.93	43.47	49.06	47.01	43.05	39.82
July	1,	1950	46.57	44.16	49.89	47.96	43.51	40.39
Aug.	1,	1950	46.59	44.29	49.87	48.04	43.53	40.43
Sept.	1,	1950 ⁽²⁾	46.10	43.74	46.77	46.85	45.47	40.61

* See footnote to Table C-6. ¹ Exclusive of electric light and power. ² See footnote ⁴ to Table C-9.**TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**(Hourly-Rated Wage-Earners) SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Sept. 1, 1950	Aug. 1, 1950	Sept. 1, 1949	Sept. 1, 1950	Aug. 1, 1950	Sept. 1, 1949
Nova Scotia	42.7	43.7	42.9	91.5	91.1	90.7
New Brunswick	43.3	45.6	44.6	91.1	90.1	88.1
Quebec	43.8	44.0	43.8	93.4	93.3	89.5
Ontario	41.5	42.1	41.8	110.5	110.3	103.0
Manitoba	39.2	42.3	43.0	98.8	99.5	95.8
Saskatchewan	40.8	41.8	42.6	104.2	103.4	101.1
Alberta	39.4	41.7	42.9	102.7	102.2	99.1
British Columbia	38.0	38.0	38.2	125.4	124.8	116.9
Montreal	41.5	41.9	42.3	98.0	98.1	94.3
Toronto	40.8	40.9	40.6	107.6	108.1	102.1
Hamilton	39.8	40.4	41.4	122.7	122.1	112.4
Windsor	42.2	43.5	39.8	133.5	134.0	125.1
Winnipeg	38.6	41.8	42.7	97.9	98.6	95.1
Vancouver	37.3	37.6	37.6	125.0	124.9	115.8

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*
(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Sept.1 1950 ¹	Aug. 1 1950	Sept.1 1949	Sept.1 1950 ¹	Aug. 1 1950	Sept.1 1949	Sept.1 1950 ¹	Aug. 1 1950	Sept.1 1949
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Manufacturing	41-9	42-5	42-4	104-4	104-2	98-4	43.74	44.29	41.72
*Durable manufactured goods.....	41-5	42-7	42-5	112-9	112-5	106-6	46.85	48.04	45.31
Non-durable manufactured goods.....	42-3	42-2	42-2	96-0	95-8	90-4	40.61	40.43	38.15
Animal products—edible.....	41-7	43-1	42-4	97-8	97-6	94-8	40.78	42.07	40.20
Dairy products.....	46-9	46-9	46-7	76-9	76-6	74-1	36.07	35.93	34.60
Meat products.....	41-8	42-5	42-7	109-3	108-7	104-5	45.69	46.20	44.62
Leather products.....	40-0	39-6	40-5	79-0	78-3	75-3	31.60	31.01	30.50
Leather boots and shoes.....	39-2	38-7	40-1	76-8	75-8	72-9	30.11	29.33	29.23
*Lumber products.....	41-6	42-2	42-3	96-4	95-1	90-1	40.10	40.13	38.11
Rough and dressed lumber.....	41-0	41-7	41-9	101-9	100-1	94-4	41.78	41.74	39.55
Containers.....	43-7	45-6	44-1	81-9	80-5	80-0	35.79	36.71	35.28
Furniture.....	42-4	42-6	42-7	89-5	88-7	86-3	37.95	37.79	36.85
*Musical instruments.....	42-9	44-3	43-4	87-2	86-1	83-0	37.41	38.14	36.02
Plant products—edible.....	42-4	42-5	42-6	79-7	79-1	75-3	33.79	33.62	32.08
Flour and other milled products.....	43-9	45-0	46-0	98-1	97-4	94-0	43.07	43.83	43.24
Fruit and vegetable preserving.....	38-5	38-2	40-9	73-6	73-0	70-2	28.34	27.89	28.71
Bread and bakery products.....	45-1	45-1	44-2	82-0	81-1	78-3	36.98	36.58	34.61
Chocolate and cocoa products.....	41-3	41-1	42-4	71-3	71-6	66-8	29.45	29.43	28.32
Pulp and paper products.....	45-2	45-5	44-7	115-6	115-7	108-1	52.25	52.64	48.32
Pulp and paper mills.....	49-1	49-3	47-6	120-4	120-9	113-7	59.12	59.60	54.12
Paper products.....	42-7	43-0	43-2	91-2	91-0	85-1	38.94	39.13	36.76
Printing and publishing.....	40-2	40-6	40-4	122-5	121-7	113-6	49.25	49.41	45.89
Rubber products.....	42-3	41-4	41-0	112-4	112-3	104-1	47.55	46.49	42.68
Textiles—all branches.....	40-8	40-0	40-6	82-7	82-2	80-0	33.74	32.88	32.48
Thread, yarn and cloth.....	43-4	42-9	42-5	85-9	85-4	83-7	37.28	36.64	35.57
Cotton yarn and cloth.....	42-5	42-5	40-7	86-5	87-0	84-6	36.76	36.98	34.43
Woolen yarn and cloth.....	43-5	42-5	43-5	82-9	82-1	79-5	36.06	34.89	34.58
Synthetic silk and silk goods.....	44-9	44-3	44-2	86-9	85-2	85-8	39.02	37.74	37.92
Hosiery and knit goods.....	40-2	38-4	40-6	78-3	77-4	74-5	31.48	29.72	30.25
Garments and personal furnishings.....	37-5	36-4	37-8	79-3	78-3	77-0	29.74	28.50	29.11
Tobacco.....	40-9	41-8	43-5	101-3	97-5	88-8	41.43	40.76	38.63
Beverages.....	43-2	43-5	43-5	103-2	101-5	98-1	44.58	44.15	42.67
Distilled and malt liquor.....	42-7	43-0	42-6	109-7	108-4	105-2	46.84	46.61	44.82
Chemicals and allied products.....	43-1	42-9	43-1	104-6	104-0	98-9	45.08	44.62	42.63
Drugs and medicines.....	41-5	41-5	41-1	87-1	85-2	82-3	36.15	35.36	33.83
*Clay, glass and stone products.....	44-3	45-2	44-7	104-0	102-8	98-3	46.07	46.47	43.49
Clay products.....	43-6	45-8	44-8	100-3	98-9	92-9	43.73	45.00	41.62
Lime, gypsum and cement products.....	45-7	46-8	45-7	103-9	102-7	98-6	47.48	48.06	45.06
*Electrical apparatus.....	41-1	41-0	41-1	116-0	115-9	109-3	47.68	47.52	44.92
Heavy electrical apparatus ¹	41-2	41-3	42-8	132-4	130-7	120-2	54.55	53.98	51.45
*Iron and steel products.....	41-1	43-0	42-5	118-6	118-4	112-1	48.74	50.91	47.64
Crude, rolled and forged products.....	42-4	42-8	43-9	126-5	125-7	117-8	53.64	53.80	51.71
Primary iron and steel.....	42-1	42-9	43-9	128-6	127-5	119-6	54.14	54.70	52.50
Machinery (other than vehicles).....	43-0	43-6	43-2	110-1	109-5	104-6	47.34	47.74	45.19
Agricultural implements.....	38-0	38-5	37-3	123-8	126-4	112-3	47.04	48.66	41.89
Land vehicles and aircraft.....	39-0	43-8	42-5	123-2	122-4	116-7	48.05	53.61	49.60
Railway rolling stock.....	34-0	44-3	44-3	112-0	112-4	112-1	38.98	49.79	49.66
Automobiles and parts.....	42-3	43-5	40-7	131-7	132-0	123-8	55.71	57.42	50.39
Aeroplanes and parts.....	43-7	43-3	43-0	116-7	115-1	107-7	61.00	49.84	46.31
Steel shipbuilding and repairing.....	43-3	43-0	41-8	110-6	110-5	109-2	47.89	47.52	45.65
Iron and steel fabrications n.e.s.....	42-7	42-9	42-2	116-7	116-2	106-5	49.43	49.85	44.94
Hardware, tools and cutlery.....	42-4	42-3	42-1	102-0	101-8	98-1	43.25	43.06	41.30
Foundry and machine shop products.....	43-1	42-6	40-9	117-3	116-7	109-8	50.56	49.71	44.91
Sheet metal work.....	43-2	42-7	43-5	109-3	107-5	102-4	47.22	45.90	44.54
*Non-ferrous metal products.....	42-9	42-8	43-4	112-8	113-2	107-6	48.39	48.45	46.70
Smelting and refining.....	43-8	43-7	45-1	123-6	124-3	115-6	54.14	54.32	52.14
Aluminum and its products.....	42-2	41-5	42-7	101-1	101-4	100-0	42.66	42.08	42.70
Brass and copper manufacturing.....	42-2	42-2	41-5	108-1	107-6	105-7	45.62	45.41	43.87
Non-metallic mineral products.....	42-3	41-6	41-9	124-1	122-6	118-2	52.49	51.00	49.53
Petroleum and its products.....	40-7	40-1	40-8	134-0	132-7	126-0	54.54	53.21	51.41
Miscellaneous manufactured products.....	41-0	41-4	41-1	90-6	89-8	86-1	37.15	37.18	35.39
Mining	41-6	43-7	42-9	121-2	121-5	115-8	50.42	53.10	49.68
Coal.....	35-4	39-8	38-4	129-3	129-3	126-9	45.77	51.46	48.73
Metallic ores.....	43-8	45-2	45-1	122-3	122-5	115-9	53.57	55.37	52.27
Non-metallic minerals (except coal).....	43-7	44-7	43-6	109-9	109-8	101-0	48.03	49.08	44.04
Local Transportation²	45-3	45-3	46-1	105-9	105-2	101-3	47-97	47-66	46-70
Building Construction	40-3	40-2	41-1	114-1	112-5	107-8	45-98	45-23	44-31
Highway Construction	42-2	41-9	39-4	86-1	86-1	85-1	36-33	36-08	33-53
Services (as indicated below)	41-8	42-5	42-5	64-5	64-7	63-0	26-96	27-50	26-78
Hotels and restaurants.....	42-6	43-8	43-4	62-2	62-9	61-6	26.50	27.55	26.73
Personal (chiefly laundries).....	40-1	40-0	40-5	69-3	68-7	66-2	27.79	27.48	26.81

¹ Industries classified in the durable manufactured goods industries.

² Based upon June 1, 1941 as 100 p.c., the index numbers of average hourly earnings of wage-earners employed by eight establishments manufacturing heavy electrical apparatus are as follows: 1950, July 1, 249-5; August 1, 248-0; and September 1, 251-2; 1949, September 1, 228-1.

³ Chiefly street and electric railways.

⁴ For information respecting the sex distribution of persons in recorded employment, see Table C-5.

⁵ The situation in the last pay periods in August was affected by the railway dispute. The amount of change resulting from this occurrence is impossible to assess.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Monthly Average 1945.....	45.0	cts. 69.4	\$ 31.23	103.3	96.7	106.8
Monthly Average 1946.....	43.2	70.0	30.24	100.1	100.0	100.1
Monthly Average 1947.....	43.0	80.2	34.46	114.0	109.6	104.0
Monthly Average 1948.....	42.7	91.3	38.99	129.0	125.4	102.9
Monthly Average 1949.....	42.4	98.6	41.81	138.4	130.1	106.4
Week preceding:						
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949.....	41.8	99.1	41.42	138.1	131.1	104.6
August 1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949.....	42.4	98.4	41.72	137.1	131.3	105.2
October 1, 1949.....	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949.....	42.8	99.5	42.59	140.9	130.8	107.7
December 1, 1949.....	42.9	100.0	42.90	142.0	130.7	108.6
January 1, 1950.....	42.6*	101.1	43.07*	142.5	130.3	109.4
February 1, 1950.....	42.3	100.9	42.68	141.2	130.7	108.0
March 1, 1950.....	42.5	101.4	43.10	142.6	132.4	107.7
April 1, 1950.....	42.8	101.7	43.53	144.0	132.7	108.5
May 1, 1950.....	42.4*	102.5	43.46*	143.8	132.7	108.4
June 1, 1950.....	42.0	103.5	43.47	143.8	133.8	107.5
July 1, 1950.....	42.5	103.9	44.16	146.1	135.5	107.8
August 1, 1950.....	42.5	104.2	44.29	146.6	136.3	107.6
September 1, 1950(1).....	41.9(2)	104.4	43.74	144.7	137.4	105.3

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes have been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91; January 1, 1950, 39.9 hours, \$40.34; May 1, 1950, 42.6 hours, \$43.67.

(1) The situation in the last pay period in August was affected by the railway dispute. The amount of change resulting from this occurrence is impossible to assess.

(2) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT AS AT FIRST OF MONTH

(Source: Form UIC 757)

Month		Unfilled Vacancies			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
October 1945	1945	113,840	39,415	153,255	95,576	33,093	128,669
October 1946	1946	95,814	45,820	141,634	111,219	31,040	142,259
October 1947	1947	73,892	35,430	109,322	58,736	28,585	87,321
October 1948	1948	41,047	22,870	63,917	56,725	30,607	87,332
October 1949	1949	20,837	20,629	41,466	101,504	41,543	143,047
November 1949	1949	14,535	15,200	29,735	122,664	49,702	172,366
December 1949	1949	10,400	12,085	22,485	164,345	56,439	220,784
January 1950	1950	7,971	9,748	17,719	218,769	55,188	273,957
February 1950	1950	8,315	10,076	18,391	301,039	74,557	375,596
March 1950	1950	9,614	11,429	21,043	300,352	75,646	375,998
April 1950	1950	11,967	12,032	23,999	349,098	79,193	428,291
May 1950	1950	18,635	15,386	34,021	310,044	77,797	387,841
June 1950	1950	25,038	16,375	41,413	184,335	70,062	254,397
July 1950	1950	24,392	15,519	39,911	136,291	68,280	204,571
August 1950	1950	26,391	13,582	39,973	99,100	58,188	157,288
September 1950	1950	29,631	16,559	46,190	97,634	53,969	151,603
October 1950	1950	47,469	17,322	64,791	79,760	53,314	133,074
November 1950(1)	1950(1)	41,144	13,085	54,229	89,690	57,313	147,003

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT SEPTEMBER 23, 1950

(Source: Form UIC 751)

Industry	Male	Female	Total	Change from August 31, 1950	
				Absolute	Percentage
Agriculture, Fishing, Trapping	3,559	457	4,016	+1,706	+73.9
Logging	16,782	10	16,792	+9,049	+116.9
Pulpwood.....	13,725	2	13,727	+7,674	+126.8
Lumber.....	2,989	5	2,994	+1,364	+83.7
Other logging.....	68	3	71	+11	+18.3
Mining	1,405	34	1,439	+576	+65.6
Coal.....	129	2	131	+3	+2.3
Metallic ores—					
Iron.....	67	3	70	+3	+4.5
Gold.....	370	4	374	+22	+6.3
Nickel.....	642	—	642	+446	+227.6
Other metallic ores and non-metallic minerals.....	133	11	144	+51	+54.8
Prospecting and oil producing.....	64	14	78	+45	+136.4
Manufacturing	8,504	4,881	13,385	+2,260	+20.3
Food and kindred products.....	840	624	1,464	+47	+3.3
Textiles, apparel, etc.....	746	2,627	3,373	+514	+18.0
Lumber and finished lumber products.....	1,366	115	1,481	+288	+24.1
Pulp and paper products and printing.....	1,181	209	1,390	+511	+58.1
Chemicals and allied products.....	322	124	446	+97	+27.8
Products of petroleum and coal.....	36	4	40	+6	+17.6
Rubber products.....	94	111	205	+8.9	+76.7
Leather and products.....	186	250	436	+11	+2.5
Stone, clay and glass products.....	236	37	273	+53	+24.1
Iron and steel and products.....	860	68	928	+122	+15.1
Non-ferrous metals and products.....	538	130	668	+148	+28.5
Machinery.....	518	75	593	+24	+3.9
Electrical equipment and products.....	340	155	495	+54	+12.2
Transportation equipment and other manufacturing....	1,241	352	1,593	+366	+29.8
Construction	6,306	68	6,374	+2,196	+52.6
Transportation and Storage	1,958	108	2,066	+857	+70.9
Communications, and Other Public Utilities	381	176	557	+5	+0.9
Trade	3,865	3,088	6,953	+1,464	+26.7
Wholesale.....	1,375	519	1,894	+307	+19.3
Retail.....	2,490	2,569	5,059	+1,157	+29.7
Finance, Insurance, Real Estate	999	788	1,787	-8	-0.5
Service	3,714	7,709	11,423	+503	+4.6
Public.....	1,083	378	1,461	+239	+19.6
Domestic.....	116	3,669	3,785	+484	+14.7
Personal.....	1,525	3,282	4,807	+334	+6.5
Other service.....	990	380	1,370	+114	+9.1
All Industries	47,473	17,319	64,792	+18,602	+40.3

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX, AS AT SEPTEMBER 28, 1950**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,200	346	1,546	3,203	1,039	4,242
Clerical Workers.....	2,179	3,464	5,643	5,282	16,240	21,522
Sales Workers.....	1,637	1,569	3,206	3,030	8,061	11,091
Personal and Domestic Service Workers.....	1,177	6,821	7,998	9,182	9,084	18,266
Seamen.....	50		50	813	9	822
Agriculture and Fishing.....	3,493	120	3,613	848	148	996
Skilled and Semiskilled Workers.....	25,954	3,061	29,015	26,762	9,447	36,209
Food and kindred products.....	139	66	205	597	460	1,057
Textiles, clothing, etc.....	267	2,305	2,572	1,033	5,365	6,398
Lumber and wood products.....	17,754	2	17,756	2,058	63	2,121
Pulp, paper and printing.....	134	31	165	377	332	709
Leather and products.....	83	159	242	591	498	1,089
Stone, clay and glass products.....	31	2	33	72	27	99
Metalworking.....	1,726	42	1,768	3,740	354	4,124
Electrical.....	269	25	294	703	224	927
Transportation equipment, n.e.c.....	24		24	282	82	364
Mining.....	228		228	784	1	785
Construction.....	1,884		1,884	5,358	3	5,361
Transportation (except seamen).....	1,145	7	1,152	4,037	32	4,069
Communications and public utility.....	57		57	176	3	179
Trade and service.....	329	239	568	853	763	1,616
Other skilled and semiskilled.....	1,566	158	1,724	4,155	944	5,099
Foremen.....	111	8	119	620	171	794
Apprentices.....	267	17	284	1,326	89	1,415
Unskilled Workers.....	11,779	1,941	13,720	30,640	9,286	39,926
Food and tobacco.....	311	378	689	540	1,370	1,910
Lumber and lumber products.....	709	33	742	974	214	1,188
Metalworking.....	609	43	652	1,144	233	1,377
Construction.....	3,950		3,950	3,404	2	3,406
Other unskilled workers.....	6,200	1,487	7,687	24,578	7,467	32,045
Total.....	47,469	17,322	64,791	79,760	53,314	133,074

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF SEPTEMBER 1950

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place- ments
Agriculture, Fishing, Trapping.....	2,736	2,816	1,822
Logging.....	4,432	742	590
Mining.....	502	332	223
Manufacturing.....	7,679	7,316	4,964
Food and kindred products.....	1,352	1,308	889
Textiles, apparel, etc.....	1,192	1,062	687
Lumber and finished lumber products.....	1,023	927	703
Pulp and paper products and printing.....	494	486	325
Chemicals and allied products.....	325	309	200
Products of petroleum and coal.....	49	44	32
Rubber products.....	121	113	68
Leather and products.....	210	221	134
Stone, clay and glass products.....	204	201	126
Iron and steel and products.....	644	687	447
Non-ferrous metals and products.....	370	324	221
Machinery.....	378	396	253
Electrical equipment and products.....	340	343	225
Transportation equipment and other manufacturing.....	968	895	654
Construction.....	5,077	4,421	3,415
Transportation and Storage.....	1,972	1,627	1,238
Communications, and other Public Utilities.....	297	288	186
Trade.....	4,009	4,074	2,465
Finance, Insurance, Real Estate.....	470	432	223
Service.....	7,198	6,729	4,809
All Industries.....	31,372	28,777	19,935

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS SEPTEMBER 1 TO SEPTEMBER 28, 1950: UNPLACED
APPLICANTS AS AT OCTOBER 26, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Oct. 26, 1950
					Regular	Casual		
Newfoundland	756	832	1,632	233	80	2	5,526	3,501
Corner Brook.....	610	755	260	66	14		818	312
Grand Falls.....	1		53				483	362
St. John's.....	145	77	1,319	167	66	2	4,225	2,827
Prince Edward Island	931	678	730	456	296	41	792	696
Charlottetown.....	345	220	491	246	137	36	551	476
Summerside.....	586	458	239	210	159	5	241	220
Nova Scotia	2,513	782	6,041	2,966	1,653	477	8,940	9,039
Amherst.....	35	2	130	37	23	10	223	242
Bridgewater.....	28	13	153	26	7	12	227	246
Halifax.....	1,061	544	2,373	1,231	586	263	3,304	3371
Inverness.....	15	5	50	16	16		135	139
Kentville.....	193	67	238	143	149	4	405	399
Liverpool.....	8	3	94	10	6		156	202
New Glasgow.....	604	48	815	699	537	34	868	964
Springhill.....	1		73	1	1		161	161
Sydney.....	361	44	1,562	530	197	131	2,636	2,274
Truro.....	125	52	284	153	53	23	349	354
Yarmouth, Shelbourne.....	82	4	269	120	78		476	687
New Brunswick	3,696	1,403	7,577	4,646	1,820	890	6,832	6,832
Bathurst.....	62	11	264	117	7	37	324	297
Campbellton.....	132	91	311	150	35	8	380	281
Edmundston.....	435	281	1,643	1,219	144	5	167	191
Fredericton.....	326	197	416	342	168	55	372	368
Minto.....	101	10	196	134	88	4	215	199
Moncton.....	1,278	337	2,095	1,368	677	410	1,983	1,914
Newcastle.....	113	76	251	152	36		493	376
Saint John.....	460	138	1,507	530	317	87	2,399	2,617
St. Stephen.....	306	29	464	336	51	253	252	340
Sussex.....	53	31	79	30	13	7	136	121
Woodstock.....	430	202	351	268	284	24	111	128
Quebec	31,637	18,112	35,529	26,801	15,218	1,312	42,784	44,187
Asbestos.....	83	70	81	31	14	9	146	156
Beauharnois.....	74	14	219	67	38		331	348
Buckingham.....	67	27	127	83	56	1	140	192
Causapsal.....	122	459	81	52	25		182	142
Chandler.....	229	163	143	139	81	35	260	153
Chicoutimi.....	256	642	696	474	175	10	682	735
Dolbeau.....	13		54	15	8		107	111
Drummondville.....	170	29	500	178	114	13	1,009	1,128
Farnham.....	178	111	210	67	53		318	203
Granby.....	142	25	410	182	101	24	579	624
Hull.....	350	146	751	465	185	2	1,075	1,047
Joliette.....	232	193	276	224	82		531	503
Jonquiere.....	237	82	436	258	118		447	639
Lachute.....	117	35	191	138	82	2	212	192
La Malbaie.....	164	197	121	17	9	3	172	209
La Tuque.....	1,837	1,610	405	215	208		291	352
Levis.....	105	66	496	225	65	10	998	891
Matane.....	114	436	84	16	53		144	175
Megantic.....	496	120	235	186	216		124	124
Mont-Laurier.....	70	240	77	47	25	5	109	98
Montmagny.....	27	110	237	58	21	3	297	266
Montreal.....	15,345	6,376	15,204	13,767	8,764	736	18,248	18,129
Port Alfred.....	85	117	68	37	52		271	267
Quebec.....	2,572	1,336	3,731	2,637	1,160	202	4,840	5,360
Rimouski.....	936	832	170	146	113		253	284
Riviere du Loup.....	83	42	1,693	1,494	37		413	333
Rouyn.....	332	73	454	407	201	21	355	456
Ste. Agathe.....	180	110	133	102	64	5	99	100
Ste. Anne de Bellevue.....	74	14	204	85	60	3	164	160
Ste. Therese.....	88	18	149	115	84		304	442
St. Georges de Beauce.....	482	398	465	423	240	38	475	498
St. Hyacinthe.....	418	219	325	305	251	4	521	630
St. Jean.....	478	168	403	443	258	4	509	589
St. Jerome.....	412	135	472	353	241	1	368	372
St. Joseph d'Alma.....	258	402	666	320	277	1	587	552
Shawinigan Falls.....	243	78	574	274	149	1	916	1,107
Sherbrooke.....	890	288	1,377	834	478	94	1,657	1,731
Sorel.....	180	146	621	82	27		789	1,006
Thetford Mines.....	122	40	387	264	97	3	574	573
Three Rivers.....	1,147	715	1,107	820	419	27	1,566	1,756
Val d'Or.....	1,771	1,709	400	271	160	22	337	280
Valleyfield.....	258	44	768	291	246		961	755
Victoriaville.....	200	77	328	194	111	32	423	486

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS SEPTEMBER 1 TO SEPTEMBER 28, 1950: UNPLACED
APPLICANTS AS AT OCTOBER 26, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Oct. 26, 1950
					Regular	Casual		
Ontario	57,581	27,252	54,187	45,730	27,511	5,222	35,504	38,812
Amprior.....	373	291	166	157	97	17	49	47
Barrie.....	470	181	477	465	336	5	150	155
Belleville.....	803	82	591	810	568	67	433	533
Bracebridge.....	80	26	111	80	48	5	80	123
Brampton.....	171	87	162	168	114	.....	82	73
Brantford.....	848	157	1,103	794	515	111	851	879
Brockville.....	251	5	274	278	134	113	101	133
Carleton Place.....	29	5	71	49	28	.....	137	122
Chatham.....	627	128	729	683	404	61	348	659
Cobourg.....	245	18	320	334	211	49	174	148
Collingwood.....	86	19	125	92	85	1	173	259
Cornwall.....	367	80	621	470	232	34	571	946
Fort Erie.....	55	18	179	68	30	2	213	168
Fort Frances.....	494	433	122	112	65	12	56	48
Fort William.....	513	482	838	478	303	43	558	590
Galt.....	378	180	365	275	178	12	330	335
Gananoque.....	58	3	77	62	51	5	47	80
Goderich.....	82	45	113	100	45	13	58	40
Guelph.....	395	174	516	398	204	52	329	298
Hamilton.....	3,226	1,011	4,435	3,485	1,775	633	3,613	4,024
Hawkesbury.....	49	19	151	75	27	1	179	185
Ingersoll.....	135	50	132	109	81	15	62	74
Kapuskasing.....	680	762	418	468	428	.....	26	33
Kenora.....	81	41	161	76	59	.....	175	177
Kingston.....	772	277	892	845	485	46	694	697
Kirkland Lake.....	445	308	358	346	159	33	257	271
Kitchener-Waterloo.....	780	359	705	820	543	35	266	284
Leamington.....	226	25	344	268	150	45	175	295
Lindsay.....	139	59	148	148	60	27	129	131
Listowel.....	59	53	74	63	37	3	93	98
London.....	2,599	1,213	2,869	2,596	1,139	741	980	1,105
Midland.....	111	37	260	153	76	12	333	331
Napanee.....	93	18	97	99	70	3	65	72
New Toronto.....	806	333	715	498	352	2	541	555
Niagara Falls.....	468	56	704	462	326	16	473	516
North Bay.....	646	252	611	576	347	56	240	270
Orillia.....	207	26	260	222	156	20	185	198
Oshawa.....	1,747	641	2,179	1,752	1,095	52	1,116	1,062
Ottawa.....	2,140	802	2,066	1,925	986	183	2,278	2,064
Owen Sound.....	312	88	362	348	202	35	261	319
Parry Sound.....	84	9	93	69	65	.....	49	42
Pembroke.....	362	104	534	347	216	14	276	309
Perth.....	72	17	163	145	66	10	91	103
Peterborough.....	407	91	696	548	312	.....	770	828
Pictou.....	83	19	78	66	53	.....	47	75
Port Arthur.....	6,112	3,728	940	766	674	6	584	614
Port Colborne.....	135	61	277	116	85	3	288	266
Prescott.....	63	44	86	90	58	.....	74	64
Renfrew.....	136	25	179	160	109	8	85	90
St. Catharines.....	1,009	335	1,075	866	518	100	993	1,085
St. Thomas.....	394	131	452	481	290	7	194	236
Sarnia.....	418	86	599	532	329	12	322	326
Sault Ste. Marie.....	269	166	372	269	285	7	405	442
Simcoe.....	256	74	268	243	149	4	129	176
Sioux Lookout.....	117	103	144	132	61	8	63	73
Smiths Falls.....	82	19	195	89	58	10	304	271
Stratford.....	258	84	305	286	118	84	205	196
Sturgeon Falls.....	219	30	216	200	143	26	101	217
Sudbury.....	2,593	1,797	1,152	1,012	693	142	712	752
Timmins.....	927	625	508	568	272	74	472	558
Toronto.....	18,380	9,524	16,063	14,431	9,046	1,704	7,964	8,558
Trenton.....	223	56	274	309	174	.....	162	198
Walkerton.....	87	80	101	70	28	.....	104	96
Wallaceburg.....	324	12	419	321	256	55	160	161
Welland.....	457	54	571	420	191	81	513	442
Weston.....	507	372	359	339	245	.....	308	313
Windsor.....	1,334	270	2,914	1,444	667	307	3,150	3,457
Woodstock.....	226	116	253	204	149	.....	98	137
Manitoba	9,066	4,450	8,541	6,687	3,844	1,337	6,488	7,232
Brandon.....	1,315	609	687	535	708	13	410	504
Dauphin.....	255	74	165	74	114	5	106	131
Flin Flon.....	132	44	151	154	83	9	63	136
Portage la Prairie.....	318	106	268	244	195	6	130	154
The Pas.....	209	179	51	30	42	.....	39	38
Winnipeg.....	6,837	3,438	7,219	5,650	2,702	1,304	5,740	6,269

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS SEPTEMBER 1 TO SEPTEMBER 28, 1950: UNPLACED
APPLICANTS AS AT OCTOBER 26, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at October 26, 1950
					Regular	Casual		
Saskatchewan	6,049	2,050	5,824	5,370	3,403	662	2,927	3,955
Estevan.....	238	99	166	177	138	3	29	38
Moose Jaw.....	687	291	630	629	406	58	381	501
North Battleford.....	192	108	150	154	122	1	175	203
Prince Albert.....	575	148	550	533	312	31	398	625
Regina.....	2,058	471	2,120	2,116	1,238	369	543	728
Saskatoon.....	1,542	568	1,582	1,214	788	159	1,051	1,385
Swift Current.....	159	118	127	126	71	4	116	148
Weyburn.....	209	63	179	159	116	18	56	75
Yorkton.....	389	184	320	262	212	19	178	255
Alberta	10,882	3,870	10,237	9,154	6,062	1,154	5,678	6,605
Blairmore.....	136	91	68	46	68	.....	103	130
Calgary.....	4,581	1,396	4,257	4,191	2,581	477	2,203	2,584
Drumheller.....	140	32	124	105	116	.....	169	181
Edmonton.....	4,314	1,433	4,622	3,853	2,406	631	2,382	2,769
Edson.....	216	165	97	77	102	.....	53	62
Lethbridge.....	775	497	566	514	337	45	336	441
Medicine Hat.....	169	47	235	113	91	.....	199	206
Red Deer.....	551	209	268	255	361	1	233	232
British Columbia	14,375	5,584	19,453	13,065	7,184	1,571	18,232	21,551
Chilliwack.....	252	69	412	300	192	70	394	505
Courtenay.....	49	48	233	34	28	.....	137	184
Cranbrook.....	89	34	83	58	41	.....	113	143
Dawson Creek.....	231	61	198	198	184	.....	46	50
Duncan.....	274	130	249	327	140	11	135	187
Kamloops.....	375	194	299	200	130	.....	170	153
Kelowna.....	644	186	637	654	514	103	196	166
Nanaimo.....	191	33	547	263	103	51	425	536
Nelson.....	285	133	262	260	187	4	146	146
New Westminster.....	786	333	1,926	762	494	105	2,462	3,181
Penticton.....	765	604	211	194	164	1	145	140
Port Alberni.....	206	72	230	244	117	12	135	183
Prince George.....	959	392	519	554	442	63	121	151
Prince Rupert.....	354	147	291	261	211	.....	223	264
Princeton.....	89	49	75	62	42	.....	27	25
Trail.....	221	60	292	227	167	7	208	223
Vancouver.....	7,170	2,490	10,790	6,989	3,001	1,028	11,112	12,985
Vernon.....	375	131	497	442	406	10	114	141
Victoria.....	884	361	1,545	882	518	106	1,842	2,064
Whitehorse.....	176	57	157	157	133	.....	82	124
Canada	137,486	65,013	149,751	115,108	67,071	12,668	133,703	142,410
Males.....	102,560	47,668	102,921	80,631	50,382	7,612	80,089	86,001
Females.....	34,926	17,345	46,830	34,477	16,689	5,056	53,614	56,409

**TABLE D-6.—APPLICANTS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOY-
MENT OFFICES 1940-1950**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940.....	653,455	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (39 weeks).....	1,099,093	422,228	1,521,321	404,691	167,712	572,403

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, JUNE 30 TO SEPTEMBER 28, 1950

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual	Placements		Va- can- cies	Casual
	Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual		
Agriculture.....	2	2	844	.....	222	.....	232	181	.....	.....	1,204	570	276	350	336	50	8,449	.....	5,659	1,003	.....	.....	.....	.....
Fishing, Trapping and Hunting.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Logging.....	500	3	.....	.....	.....	.....	130	91	.....	.....	1,251	496	2	11,252	2,071	2	13,094	2,328	.....	.....	.....	.....	.....	.....
Pulpwood.....	500	3	.....	.....	.....	.....	127	89	.....	.....	137	58	2	10,482	1,888	2	10,783	1,723	.....	.....	.....	.....	.....	.....
Lumber.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other Logging.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Mining.....	.....	.....	.....	.....	.....	.....	127	138	.....	.....	79	59	2	1,267	1,882	2	2,338	1,783	.....	.....	.....	.....	.....	.....
Coal.....	.....	.....	.....	.....	.....	.....	124	135	.....	.....	79	59	.....	.....	.....	.....	1,820	551	.....	.....	.....	.....	.....	.....
Iron.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Gold.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Nickel.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other Metallic Ores and Non-Metallic Minerals.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Prospecting and Oil Producing.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Manufacturing.....	247	29	48	189	.....	.....	2,455	2,063	121	1,030	586	306	24	70	15,201	276	41,555	25,750	1,628	.....	.....	.....	.....	.....
Food and Kindred Products.....	31	25	29	176	.....	.....	149	231	.....	.....	73	458	222	321	2,096	1,802	15	6,006	1,433	.....	.....	.....	.....	.....
Textiles and Apparel.....	.....	.....	.....	.....	.....	.....	184	170	.....	.....	25	224	.....	.....	2,931	1,451	1,874	3,408	.....	.....	.....	.....	.....	.....
Lumber and Finished Lumber Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	153	192	10	2,881	1,701	22	3,408	2,104	.....	.....	.....	.....	.....	.....
Pulp, Paper Products and Printing.....	216	4	.....	.....	.....	.....	79	74	.....	.....	222	102	58	1,582	905	36	2,803	1,612	.....	.....	.....	.....	.....	.....
Chemicals and Allied Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Petroleum and Coal Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Rubber Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Leather and Leather Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Stone, Clay and Glass Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Iron and Steel and Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Non-Ferrous Metals and Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Machinery.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Electrical Equipment and Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Transportation Equipment and Other Manufacturing.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Construction.....	142	124	.....	.....	.....	.....	1,179	1,139	8	70	63	.....	.....	.....	2,050	1,238	900	6,482	910	.....	.....	.....	.....	.....
Buildings and Structures.....	32	14	.....	.....	.....	.....	6	1,008	722	124	1,873	1,451	104	13,081	9,803	367	23,372	16,061	1,210	.....	.....	.....	.....	.....
Highways, Bridges and Streets.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Railway and Maintenance.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other General Contractors.....	110	110	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Special Trade Contractors.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Public Utilities Operation.....	806	332	.....	.....	.....	.....	37	307	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Transportation and Storage.....	806	332	.....	.....	.....	.....	31	24	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Communications and Other Public Utilities.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Trade.....	33	34	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Wholesale.....	29	22	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Retail.....	24	12	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Finance, Insurance and Real Estate.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service.....	154	89	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Public.....	63	55	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Domestic.....	25	17	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Personal.....	57	10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other Service.....	9	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Totals.....	1,908	618	36	1,850	130	7,916	5,125	1,208	9,552	5,280	1,911	79,634	43,162	3,478	13,614	82,280	14,701	.....	.....	.....	.....	.....	.....	.....
Men.....	1,847	585	34	1,323	541	86	5,144	3,783	732	7,400	1,408	56,474	32,468	1,470	11,251	61,432	9,924	.....	.....	.....	.....	.....	.....	.....
Women.....	61	33	2	504	509	44	2,772	1,332	476	2,152	1,140	563	23,140	10,694	1,999	41,096	20,857	4,777	.....	.....	.....	.....	.....	.....

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, JUNE 30 TO SEPTEMBER 28, 1950

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual
Agriculture	2,229	1,410	30	5,369	3,778	18	4,639	3,735	20	1,971	715	115	25,892	16,608	1,512
Fishing, Trapping and Hunting	35	8	1	1	1	1	1	1	1	1	1	1	57	20	15
Logging	182	18	1	69	33	18	330	213	3	4,324	1,413	1	31,682	6,866	4
Lumber	179	16	1	18	18	1	18	36	3	36	11	1	4,080	4	9
Other Logging	3	2	1	43	27	6	238	120	3	4,218	1,374	1	2,635	151	2
Mining	206	109	1	76	48	8	1,191	788	17	70	28	49	8,271	4,861	69
Coal				39	32	2	413	247	1	88	14	9	4,669	2,474	4
Iron				2	2		151	107		86	40		295	191	
Gold	182	60					239	189		1	133	1	1,333	781	1
Nickel													981	95	
Other Metallic Ores and Non-Metallic Minerals	74	49	1	10	2	12	157	90	17	483	297	48	1,231	734	67
Prospecting and Oil Producing				25	25		230	125		5	5		352	191	1
Manufacturing	4,331	2,218	368	954	463	227	2,159	1,388	108	9,903	6,512	392	87,415	54,481	3,530
Food and Kindred Products	1,072	537	121	451	222	101	626	396	40	1,780	1,132	126	14,886	8,998	1,281
Textiles and Apparel	1,016	503	26	42	27	114	326	205	15	1,326	826	102	14,404	7,996	141
Fur and Unfinished Lumber Products	426	209	35	96	51	8	506	289	12	4,826	3,211	102	11,797	7,415	410
Pulp, Paper Products and Printing	344	212	23	81	45	20	107	75	14	713	423	22	9,044	3,409	306
Chemicals and Allied Products	154	86	21	11	7	7	35	21	3	158	97	8	3,248	1,889	234
Petroleum and Coal Products	26	20		34	22		27	20	5	118	61	26	3,553	333	49
Rubber Products	5	4					3			2			1,305	880	26
Leather and Leather Products	72	15	13				7			63	38		2,547	1,513	26
Stone, Clay and Glass Products	104	60	6	51	30		328	212	3	206	133	8	2,563	1,722	78
Iron and Steel and Products	556	244	60	10	5		133	77	6	496	334	16	7,305	4,704	228
Non-Ferrous Metals and Products	70	29	5	81	11	58	62	33	5	455	460	16	4,258	2,631	113
Machinery	141	66	12	56	20	23	142	92	7	200	138	6	4,616	2,894	128
Electrical Equipment and Products	166	112	17	16	13		3			85	45	3	3,548	2,177	116
Transportation Equipment and Other Manufacturing	199	121	10	25	8		96	48	15	361	201	55	10,471	7,420	390
Construction	4,536	2,626	346	2,414	1,418	182	6,458	3,732	696	4,957	3,359	306	58,605	39,551	3,341
Buildings and Structures	2,939	1,924	200	1,667	996	149	3,242	1,904	322	4,315	1,669	173	32,623	22,550	1,967
Highways, Bridges and Streets	157	75		274	164	2	551	298	72	286	157	28	4,896	3,324	154
Railway and Maintenance	239	82		9			1,003	681	4	356	198		3,003	1,877	15
Other General Construction	194	51		54		6	527	284	4	4			4,316	2,989	76
Special Trade Contractors	1,007	494	146	331	195	25	1,135	565	294	1,021	674	97	13,767	8,749	1,129
Public Utilities Operation	2,269	1,325	205	1,027	488	102	1,262	703	154	2,535	1,536	264	24,222	14,133	2,363
Transportation and Storage	2,111	1,229	201	904	403	98	938	522	149	2,353	1,376	253	20,546	11,890	2,262
Communications and Other Public Utilities	158	96	4	123	85		324	181	160	258	111		3,676	2,263	161
Trade	4,450	1,662	1,351	2,782	1,333	666	4,397	2,088	1,146	5,633	2,905	717	44,466	22,284	6,643
Wholesale	1,684	646	617	454	233	354	1,954	788	843	3,200	1,345	282	16,959	8,441	3,613
Retail	2,766	1,016	734	1,716	879	312	2,443	1,250	303	3,433	1,560	435	27,507	13,843	3,030
Finance, Insurance and Real Estate	497	238	8	275	142	13	461	290	23	615	368	20	5,629	2,770	111
Public	3,363	2,188	2,308	1,588	1,588	1,676	9,568	4,886	1,977	9,861	4,032	2,610	85,611	38,503	20,002
Domestic	851	571	7	644	370	48	1,235	703	59	1,029	827	38	9,229	5,946	507
Personal	2,391	158	1,836	1,149	200	577	2,871	444	1,686	3,548	455	2,230	28,574	6,065	14,687
Other Service	2,426	1,329	376	2,385	889	3,794	3,794	2,380	1,172	4,314	2,258	238	38,281	21,337	3,433
Totals	25,118	11,802	4,619	17,627	9,292	2,884	30,519	17,713	4,141	40,745	21,332	4,475	368,470	197,674	37,586
Men	17,141	8,788	2,284	13,649	7,500	2,102	22,239	13,664	2,766	29,022	15,780	2,720	266,757	148,682	23,535
Women	7,977	3,014	2,335	3,978	1,792	782	8,310	4,049	1,378	11,723	5,572	1,755	101,713	48,992	14,051

E—Unemployment Insurance

**TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT, FROM AUGUST 1, 1949 TO
AUGUST 1, 1950**

At Beginning of Month of:	Total	Employed	Claimants ¹
1949—August.....	2,621,000	2,541,100	79,900
September.....	2,637,000	2,556,200	80,800
October.....	2,626,000	2,542,500	83,500
November.....	2,625,000	2,519,100	105,900
December.....	2,678,000	2,525,700	152,300
1950—January.....	2,667,000	2,444,900	222,100
February.....	2,659,000	2,361,800	297,200
March.....	2,644,000	2,357,800	286,200
April.....	2,715,000	2,449,600	265,400
May.....	2,659,000	2,449,100	209,900
June.....	2,690,000	2,543,500	146,500
July.....	2,733,000	2,623,600	109,400
August.....	2,735,000	2,642,500	92,500

¹ Ordinary claimants signing live unemployment register on last working day of the preceding month.

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER
OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE,
AS OF SEPTEMBER 29, 1950**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	507	142	55	97	95	41	77
Male.....	482	138	52	96	91	33	72
Female.....	25	4	3	1	4	8	5
(Male).....	(1,727)	(409)	(31)	(89)	(239)	(224)	(735)
(Female).....	(130)	(41)	(10)	(15)	(17)	(19)	(28)
Prince Edward Island.....	417	97	32	66	53	52	117
Male.....	250	60	25	37	31	27	70
Female.....	167	37	7	29	22	25	47
Nova Scotia.....	6,394	1,369	674	885	1,025	811	1,630
Male.....	5,102	1,133	548	737	779	662	1,243
Female.....	1,292	236	126	148	246	149	387
New Brunswick.....	4,691	967	375	565	821	592	1,371
Male.....	3,429	715	277	420	614	457	946
Female.....	1,262	252	98	145	207	135	425
Quebec.....	31,353	6,833	2,596	3,704	5,020	3,480	9,720
Male.....	17,840	4,427	1,571	2,196	2,730	1,793	5,123
Female.....	13,513	2,406	1,025	1,508	2,290	1,687	4,597
Ontario.....	22,696	6,285	1,751	2,455	2,959	2,035	7,211
Male.....	12,422	4,019	995	1,228	1,374	946	3,860
Female.....	10,274	2,266	756	1,227	1,585	1,089	3,351
Manitoba.....	4,457	867	318	494	800	437	1,541
Male.....	1,904	357	126	216	253	176	776
Female.....	2,553	510	192	278	547	261	765
Saskatchewan.....	1,484	294	114	215	263	126	472
Male.....	576	98	30	64	104	53	227
Female.....	908	196	84	151	159	73	245
Alberta.....	5,921	3,468	321	395	467	254	1,016
Male.....	4,669	3,183	205	200	240	133	708
Female.....	1,252	285	116	195	227	121	308
British Columbia.....	10,973	2,589	1,053	1,733	1,628	972	2,998
Male.....	6,959	1,614	763	1,247	932	531	1,857
Female.....	4,014	975	285	486	696	441	1,131
TOTAL.....	88,893	22,911	7,289	10,609	13,131	8,800	26,153
MALE.....	53,633	15,744	4,597	6,441	7,148	4,811	14,892
FEMALE.....	35,260	7,167	2,692	4,168	5,983	3,989	11,261

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO SEPTEMBER, 1950

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January.....		4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	.....
February.....	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	.....
March.....	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533	.....
April.....	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	.....
May.....	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	.....
June.....	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	.....
July.....	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	.....
August.....	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	.....
September....	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	49,229	.....
October.....	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	.....	.....
November....	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	.....	.....
December....	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	.....	.....
Total.....:	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	768,502	.....

TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, SEPTEMBER, 1950

Province	Claims filed at Local Offices ⁽¹⁾			Disposal of Claims (including claims pending from previous months ⁽²⁾)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland ⁽³⁾	323 (518)	296 (435)	27 (83)	225 (338)	134 (346)	93 (593)
Prince Edward Island.....	202	124	78	160	55	66
Nova Scotia.....	3,458	1,959	1,499	4,158	956	786
New Brunswick.....	2,396	1,324	1,072	2,548	613	436
Quebec.....	16,565	9,705	6,860	14,074	3,934	3,766
Ontario.....	13,327	8,059	5,268	15,778	3,629	2,674
Manitoba.....	2,186	1,339	847	2,540	945	338
Saskatchewan.....	1,004	679	325	1,350	337	154
Alberta.....	2,761	1,903	858	3,289	625	651
British Columbia.....	7,007	3,416	3,591	6,824	1,785	1,519
Total Canada, September, 1950.....	49,229	28,804	20,425	50,946	13,013	10,473
Total Canada, August, 1950.....	61,545	39,122	22,423	35,743	10,489	25,203
Total Canada, September, 1949.....	51,935	31,881	20,054	41,988	9,471	12,715

⁽¹⁾ In addition, revised claims received numbered 8,776. ⁽²⁾ In addition, 8,734 revised claims were disposed of. Of these, 417 were special requests not granted, and 761 were appeals by claimants. There were 1,123 revised claims pending at the end of the month. ⁽³⁾ Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—CLAIMANTS ⁽¹⁾ NOT ENTITLED TO BENEFIT DURING SEPTEMBER 1949 AND 1950

Chief Reasons for Non-Entitlement	Month of September, 1949	Month of September, 1950	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	4,051	5,345	42,230
Not employed.....	307	1,799	12,951
Not capable of and not available for work.....	782	1,247	7,647
Loss of work due to a labour dispute.....	176	1,365	2,641
Refused offer of work and neglected opportunity to work.....	1,175	1,816	9,096
Discharged for misconduct.....	659	500	3,973
Voluntarily left employment without just cause.....	3,474	3,764	22,491
Other reasons ⁽²⁾	1,015	695	4,671
Total.....	11,639	16,531	105,700

(1) Includes 3,518 revised claims, disqualified.

(2) These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK SEPTEMBER 30 TO OCTOBER 6 INCLUSIVE, AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT OF BENEFIT PAID DURING MONTH OF SEPTEMBER, 1950

Province	Number Receiving Benefit During Week September 30 to October 6 Inclusive	Number Commencing Benefit During Month of September 1950	Number of Days Benefit Paid	Amount of Benefit Paid (in Dollars)
Newfoundland.....	283 (798)	149 (570)	5,871 (68,205)	14,992 (130,342)
Prince Edward Island.....	407	116	7,585	15,945
Nova Scotia.....	4,358	3,491	113,446	276,541
New Brunswick.....	3,434	1,739	84,234	199,858
Quebec.....	22,050	10,521	632,264	1,428,354
Ontario.....	16,231	7,279	404,972	999,150
Manitoba.....	3,484	1,895	93,663	207,267
Saskatchewan.....	1,201	657	31,274	68,371
Alberta.....	2,527	1,937	70,460	174,720
British Columbia.....	7,603	4,617	189,371	458,599
Total Canada, September, 1950.....	61,578	32,401	1,633,140	3,843,797
Total Canada, August, 1950.....		30,628	1,925,184	4,412,992
Total Canada, September, 1949.....		34,414	1,611,461	3,671,773

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO SEPTEMBER 30, 1950

Fiscal Year Ended March 31	RECEIPTS						DISBURSEMENTS			
	CONTRIBUTIONS (Gross less refunds)		Government Refund Re. Supp. Pen. Classes 3 and 4	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS			
	Employer and Employee	Government					Ordinary	Supplementary	Total	
			\$	\$	\$	\$				\$
1942.....	36,435,609 05	7,237,121 81	.....	.....	269,268 74	43,991,999 60	27,752 92	.....	27,752 92	43,964,246 68
1943.....	57,434,651 43	11,487,057 90	.....	638 11	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75	114,011,029 93
1944.....	61,720,785 00	12,344,421 74	.....	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29	190,327,941 19
1945.....	63,728,855 44	12,746,179 30	.....	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51	268,034,459 86
1946.....	62,566,589 66	12,513,778 66	.....	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34	317,240,660 34
1947.....	76,015,030 91	15,203,457 58	.....	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	.....	43,114,329 18	372,878,625 64
1948.....	83,870,834 47	16,366,400 70	.....	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32	447,734,039 21
1949.....	98,581,559 98	20,924,013 71	.....	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950.....	104,432,415 94	20,094,332 20	.....	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
April.....	9,012,614 79	1,799,207 99	.....	1,675 00	1,207,873 23	12,021,371 01	11,852,510 62	2,487,558 22	14,340,068 84	580,328,274 69
May.....	8,250,223 46	1,650,025 60	13,425 50	2,967 00	1,207,873 23	11,124,514 79	9,583,280 19	909,879 87	10,493,160 06	580,959,029 42
June.....	8,612,676 59	1,722,248 56	.....	3,401 00	1,207,018 15	11,545,344 30	6,374,712 79	281,441 50	6,656,154 29	585,348,819 43
July.....	9,122,651 74	1,825,008 73	.....	4,927 35	1,221,426 54	12,174,014 36	4,723,264 87	34,504 55	4,757,769 42	592,265,064 37
August.....	11,110,254 79	2,220,928 27	.....	2,902 00	1,238,366 13	14,572,451 19	4,409,087 61	10,561 55	4,419,649 16	603,417,866 40
September.....	*11,370,169 43	2,273,375 13	.....	2,809 00	1,255,583 43	14,901,936 99	3,889,814 46	9,330 58	3,849,145 04	614,470,655 35
SUB-TOTAL.....	57,478,583 80	11,490,794 28	13,425 50	18,681 35	7,338,140 71	76,339,632 64	40,782,670 54	3,733,276 27	44,515,946 81	614,470,655 35
TOTAL.....	702,264,922 08	140,457,557 88	13,425 50	60,221 34	69,327,937 36	912,124,064 76	293,102,064 25	4,551,342 16	297,653,406 41	614,470,655 35

*Stamps \$5,802,646.17.

Meter \$1,448,950.80.

Bulk \$83,596.78.

Arm. Serv. \$134,975.83.

Total \$11,370,169.43.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Price Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	113.8	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1946.....									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947.....									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948.....									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
1949.....									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950.....									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	182.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	183.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-1.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loin, centre cut, (chops or roast) per lb.	Fresh shoulder, hook-off, per lb.	Bacon, side, fancy, sliced rind-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	80·0	75·6	b 68·3	b 55·0	b 51·0		78·3	63·0	54·7	
Nova Scotia—										
2—Halifax.....	91·3	86·2	82·7	b 61·0	61·5	51·7	73·1	62·6	53·7	87·3
3—New Glasgow.....	87·4	82·3	76·1	61·0	59·6		78·7	65·4	55·4	83·7
4—Sydney.....	100·0	89·3	74·0		59·7		72·0	65·2		89·4
5—Truro.....										81·0
New Brunswick—										
6—Fredericton.....	81·3	72·0	70·5	b 52·5	51·5	58·0	70·1	60·6	45·7	81·0
7—Moncton.....	84·1	80·0	78·0	b 58·8	51·9		75·8	65·3	53·9	82·7
8—Saint John.....	94·9	85·1	79·6	b 62·3	60·7	59·5	79·9	65·7	54·6	82·5
Quebec—										
9—Chicoutimi.....	104·5	96·7		65·7				63·0	54·0	85·2
10—Hull.....	84·0	83·6	75·1	b 60·6	56·0	56·0	78·3	62·4	51·3	77·4
11—Montreal.....	98·8	92·8	86·2	b 61·7	57·8	63·1	80·3	60·8	52·5	74·3
12—Quebec.....	91·8	88·4	75·3	57·1	51·5	63·7	77·2	51·6	45·4	76·1
13—St. Hyacinthe.....	85·3	80·6	78·1	57·8	53·0	65·0		59·0	51·0	73·9
14—St. Johns.....										75·6
15—Sherbrooke.....	91·3	86·6	73·7	56·6	50·8	58·3		59·7	53·3	81·7
16—Sorel.....	83·8	79·3	72·7	53·8	49·7		85·0	63·8	47·6	79·3
17—Thetford Mines.....	83·3	81·3							47·0	
18—Three Rivers.....	98·9	85·9	72·3	b 51·2	48·4			60·4	51·8	77·6
Ontario—										
19—Belleville.....	86·0	83·3	78·3	b 64·3	63·3		81·0	64·3	47·7	78·1
20—Brantford.....	90·5	87·0	89·4	70·8	64·6	65·0	82·7	67·6	52·7	81·3
21—Brockville.....	96·3	94·5	94·0	b 67·3	66·0	54·3	83·0	67·8	57·0	81·8
22—Chatham.....	96·2	93·3		b 70·6	66·8		85·0	72·0	56·0	79·9
23—Cornwall.....	87·5	86·3	82·6	66·8	65·0			64·0	54·8	77·0
24—Fort William.....	83·6	79·1	80·4	60·8	60·3		81·0	65·2		83·3
25—Galt.....	94·7	91·5	88·0	69·0	62·7			66·5	53·5	79·9
26—Guelph.....	89·4	87·6	86·8	b 68·4	65·9	66·7	83·2	65·1	49·9	80·0
27—Hamilton.....	94·4	90·5	87·7	b 69·2	65·4	68·5	85·3	67·2	52·2	78·5
28—Kingston.....	86·7	84·4	85·2	64·3	60·9		80·0	64·8	49·9	80·1
29—Kitchener.....	91·2	90·2	84·8	68·6	66·6	63·7	85·6	68·2	53·5	81·4
30—London.....	92·1	91·0	86·9	69·9	65·1	61·5	84·1	67·7	53·0	82·2
31—Niagara Falls.....	93·2	90·5	88·5	66·9	67·1		81·0	65·4	53·8	79·3
32—North Bay.....	85·8	84·0	78·5	63·6	60·8		76·3	67·6	49·7	83·3
33—Oshawa.....	85·7	87·0	83·5	68·1	64·9			63·0	51·5	77·7

COAL AND RENTALS BY CITIES, OCTOBER, 1950

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton per doz.	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rollod Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—			e							
1—Charlottetown.....	29-3	34-9	68-0	16-0	62-3	32-7	10-7	7-9	11-7	16-9
Nova Scotia—			e							
2—Halifax.....	29-2	34-7	72-1	19-0	63-7	30-8	11-2	7-8	13-4	16-4
3—New Glasgow.....	29-2	34-2	69-1	19-0	63-1	31-2	12-0	7-7	12-8	16-6
4—Sydney.....	28-6	33-4	72-7	20-0	63-5	31-3	12-0	7-9	12-5	16-7
5—Truro.....	28-5	34-8	70-5	18-0	63-6	32-0	12-0	7-9	13-6	15-7
New Brunswick—			e							
6—Fredericton.....	28-4	34-1	72-6	19-0	63-8	31-5	12-7	7-9	13-1	16-3
7—Moncton.....	29-3	34-3	73-2	19-0	62-2	30-5	11-3	8-1	13-0	16-0
8—Saint John.....	28-9	34-9	73-9	20-0	63-8	31-9	12-7	7-9	12-7	16-4
Quebec—										
9—Chicoutimi.....	29-8	38-0	68-5	19-0	59-3	31-8	12-8	8-1	.....	17-5
10—Hull.....	27-9	32-7	66-9	19-0	58-5	29-3	10-7	7-1	11-6	15-0
11—Montreal.....	28-1	34-3	65-4	18-5	59-1	29-6	10-7	7-2	12-3	15-1
12—Quebec.....	28-5	34-6	69-5	18-0	59-5	30-9	10-5	7-1	12-8	15-8
13—St. Hyacinthe.....	28-2	34-3	66-0	16-0	59-5	28-7	10-7	7-4	12-5	15-2
14—St. Johns.....	27-5	34-6	67-5	17-0	59-8	31-0	9-3	7-5	13-3	15-3
15—Sherbrooke.....	27-7	33-8	69-3	18-0	58-6	30-2	10-9	7-7	12-0	15-9
16—Sorel.....	27-3	33-3	64-8	17-0	57-4	29-4	10-0	7-7	12-0	15-4
17—Thetford Mines.....	28-8	33-8	67-0	16-0	58-6	31-1	10-0	8-2	12-1	16-5
18—Three Rivers.....	22-3	33-9	71-9	18-0	56-7	29-5	9-3	7-2	12-8	15-5
Ontario—			f							
19—Belleville.....	29-0	33-9	63-3	18-0	61-1	30-1	10-7	7-8	12-4	15-2
20—Brantford.....	28-5	33-6	71-4	19-0	60-5	28-3	10-7	7-3	12-2	15-6
21—Brockville.....	29-0	34-5	67-0	18-0	60-6	29-1	10-7	7-4	12-0	15-3
22—Chatham.....	28-7	34-9	67-0	19-0	60-9	29-7	10-7	7-6	12-8	15-3
23—Cornwall.....	29-1	33-8	71-5	18-0	59-6	29-1	9-3	7-2	12-6	15-5
24—Fort William.....	28-7	33-2	63-2	20-0	58-9	31-0	11-3	7-2	11-7	15-4
25—Galt.....	28-9	33-7	70-3	19-0	60-3	29-2	10-7	7-3	12-6	15-1
26—Guelph.....	28-7	33-9	67-1	19-0	60-1	29-3	10-7	7-4	12-5	15-5
27—Hamilton.....	28-6	34-2	71-3	19-0	61-0	29-1	10-7	7-3	12-3	15-0
28—Kingston.....	27-7	34-1	69-7	19-0	59-7	29-6	10-0	7-1	12-5	15-1
29—Kitchener.....	27-7	33-6	68-1	19-0	60-6	29-1	10-7	7-5	12-1	15-4
30—London.....	29-0	34-1	70-2	18-0	60-8	29-5	10-7	7-2	12-4	15-3
31—Niagara Falls.....	28-5	34-3	72-8	20-0	62-1	29-8	10-7	7-2	12-2	14-7
32—North Bay.....	29-4	35-1	72-3	19-0	59-7	30-0	10-7	7-9	13-1	15-7
33—Oshawa.....	28-1	33-5	70-3	18-0	59-5	29-3	10-7	7-4	12-0	15-1

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loin, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.	Bacon, side, fancy, sliced rind-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	90.3	86.7	84.4	67.5	60.3	58.0	82.0	63.9	53.8	77.9
35—Owen Sound.....	91.3	88.7	86.7	66.0	58.7	.....	.....	67.3	53.2	81.6
36—Peterborough.....	88.7	87.3	85.5	67.4	66.4	.....	82.4	67.9	53.3	78.1
37—Port Arthur.....	82.4	78.6	79.6	60.7	61.6	.....	.....	62.6	54.6	83.5
38—St. Catharines.....	93.0	89.0	.....	68.7	66.7	.....	.....	67.7	.....	77.9
39—St. Thomas.....	89.5	87.7	87.7	68.5	65.2	57.3	82.3	67.4	54.5	78.4
40—Sarnia.....	87.7	85.9	84.4	66.7	63.0	.....	81.5	66.9	54.1	79.4
41—Sault Ste. Marie.....	92.0	90.3	79.6	65.3	67.7	.....	.....	70.7	57.7	80.4
42—Stratford.....	93.0	88.8	89.6	67.6	63.0	.....	.....	67.8	53.5	79.7
43—Sudbury.....	86.7	85.0	80.7	66.3	64.3	.....	.....	64.5	55.7	82.2
44—Timmins.....	94.4	94.0	87.8	68.7	66.0	64.7	87.0	66.8	56.8	83.3
45—Toronto.....	92.4	88.4	89.6	69.8 b	63.9	63.8	79.2	66.6	50.1	79.7
46—Welland.....	89.1	88.9	84.0	67.7 b	63.9	.....	.....	80.3	68.2	54.1
47—Windsor.....	89.5	85.7	83.4	64.3 b	64.3	.....	83.7	64.5	48.4	79.8
48—Woodstock.....	92.7	92.3	88.0	68.7	65.3	.....	88.0	66.7	51.3	80.1
Manitoba—										
49—Brandon.....	86.7	81.7	.....	59.0	56.7	.....	81.7	62.0	.....	86.1
50—Winnipeg.....	86.8	79.5	86.2	64.2	60.5	59.4	75.4	64.3	53.7	83.0
Saskatchewan—										
51—Moose Jaw.....	84.3	78.8	78.3	64.5 b	60.4	63.0	82.6	67.3	55.6	84.2
52—Prince Albert.....	82.2	78.0	.....	60.5 b	61.0	.....	.....	66.3	56.4	86.0
53—Regina.....	82.3	78.3	79.1	62.2 b	61.6	66.0	81.7	65.8	56.8	87.6
54—Saskatoon.....	81.0	77.1	75.7	57.9 b	58.3	66.0	78.7	64.5	56.2	84.5
Alberta—										
55—Calgary.....	86.9	81.8	85.4	68.4 b	62.4	71.3	81.5	66.0	58.1	86.2
56—Drumheller.....	88.7	85.0	82.0	64.2 b	61.5	.....	.....	71.4	58.2	88.5
57—Edmonton.....	84.8	79.0	80.3	58.0 b	58.9	68.0	80.9	62.6	54.0	87.6
58—Lethbridge.....	85.3	79.7	84.5	60.7	63.3	61.7	.....	63.7	.....	87.2
British Columbia—										
59—Nanaimo.....	94.0	91.0	88.6	66.7	64.0	.....	84.0	78.5	66.7	90.4
60—New Westminster.....	94.4	87.2	85.4	67.8	65.0	65.0	74.6	76.9	59.3	89.3
61—Prince Rupert.....	100.0	93.3	95.7	.....	66.7	.....	.....	68.3	.....	93.7
62—Trail.....	95.0	89.8	81.5	64.9 b	65.0	.....	90.5	74.5	65.2	97.2
63—Vancouver.....	101.9	91.0	95.8	77.1 d	68.5	72.0	79.3	75.1	62.2	89.4
64—Victoria.....	98.5	91.2	91.3	71.0	71.7	74.5	84.5	75.8	61.5	88.4

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Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	29·0	34·2	70·3	19·0	60·8	29·8	10·7	7·3	12·4	15·2
35—Owen Sound.....	27·4	33·7	66·9	19·0	60·6	28·6	10·7	7·4	12·4	15·6
36—Peterborough.....	28·2	33·7	70·2	19·0	59·5	29·3	10·7	7·3	12·3	14·3
37—Port Arthur.....	29·4	32·8	65·9	20·0	59·0	30·7	11·3	7·0	11·6	15·8
38—St. Catharines.....	28·7	33·4	72·6	20·0	61·0	29·1	10·7	7·1	12·0	15·1
39—St. Thomas.....	29·5	34·5	69·5	19·0	61·5	29·7	10·7	7·3	12·8	15·6
40—Sarnia.....	28·8	34·3	66·3	18·0	61·4	30·9	10·7	7·7	12·7	14·8
41—Sault Ste. Marie.....	28·4	33·8	74·4 e	21·0	60·2	30·6	11·3	7·5	12·5	15·6
42—Stratford.....	29·4	34·4	66·0	19·0	60·1	29·1	10·7	7·2	12·4	15·9
43—Sudbury.....	29·7	34·2	73·1	20·0	61·0	29·5	11·3	8·0	13·1	15·7
44—Timmins.....	28·1	34·2	68·8	21·0	59·1	30·3	12·0	7·7	12·0	16·1
45—Toronto.....	28·6	33·9	71·9	20·0	61·1	28·7	10·7	7·2	12·2	14·8
46—Welland.....	28·4	34·2	75·0 e	20·0	61·0	29·5	10·7	6·9	11·6	14·8
47—Windsor.....	27·6	34·2	69·5	19·0	60·1	29·5	10·7	7·4	12·7	15·4
48—Woodstock.....	29·1	33·9	66·7	19·0	60·1	29·6	10·7	6·7	12·4	15·3
Manitoba—										
49—Brandon.....	29·2	35·0	65·3	17·0	57·9	31·3	11·6	7·4	12·1	16·2
50—Winnipeg.....	28·7	34·5	63·4	18·0	58·6	30·6	13·0	7·0	11·5	15·2
Saskatchewan—										
51—Moose Jaw.....	28·0	34·6	.....	18·0	57·0	30·2	12·0	.....	11·6	15·0
52—Prince Albert.....	27·3	33·9	61·5	18·0	58·7	30·1	10·4	7·5	12·1	15·7
53—Regina.....	28·2	36·1	59·4	18·0	56·9	30·6	12·0	7·3	11·9	15·6
54—Saskatoon.....	27·5	35·4	57·8	18·0	57·9	30·2	11·2	7·0	11·9	15·2
Alberta—										
55—Calgary.....	27·9	34·8	59·5	19·0	58·9	29·8	12·0	7·2	11·8	15·5
56—Drumheller.....	29·5	38·3	61·0 e	20·0	59·5	31·2	12·0	7·7	12·8	16·4
57—Edmonton.....	27·8	35·6	56·9	18·0	58·4	30·3	11·2	7·1	11·8	15·6
58—Lethbridge.....	27·0	34·4	60·2	18·0	59·0	29·9	12·0	7·3	11·4	14·6
British Columbia—										
59—Nanaimo.....	30·8	33·0	66·6	19·0	62·4	31·3	13·9	7·2	11·6	15·3
60—New Westminster.....	30·1	32·2	66·2	19·0	61·0	29·5	13·9	7·2	11·9	15·1
61—Prince Rupert.....	30·1	35·8	70·4	25·0	61·4	33·4	14·0	7·9	12·6	17·1
62—Trail.....	29·7	36·1	69·1	20·0	60·1	31·1	14·0	7·5	11·6	15·4
63—Vancouver.....	30·2	31·2	65·6 e	17·0	61·1	30·3	13·9	7·3	11·6	15·2
64—Victoria.....	31·3	34·0	68·9	19·0	61·4	30·7	13·9	7·6	12·0	15·4

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag, per lb.	Oranges, California per dozen	Lemons, 300's per $\frac{1}{4}$ dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2 $\frac{1}{2}$'s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	20·8	16·0	15·6	10·9	7·9	23·8	25·8	19·7	43·5	37·3	51·3
Nova Scotia—											
2—Halifax.....	20·5	17·2	16·0	11·9	5·7	27·2	26·6	17·9	42·6	27·3	51·8
3—New Glasgow.....	20·3	.....	15·9	10·7	6·7	29·2	26·7	.....	43·5	28·5	50·7
4—Sydney.....	20·5	16·6	16·4	10·6	4·9	27·1	28·3	18·9	42·0	30·4	51·3
5—Truro.....	19·1	.....	15·7	11·0	6·0	23·7	26·8	.....	42·3	28·9	51·1
New Brunswick—											
6—Fredericton.....	19·2	17·8	.....	11·5	7·2	19·6	26·5	19·5	43·2	28·4	50·4
7—Moncton.....	19·0	16·6	14·5	10·9	6·5	24·2	26·4	18·7	44·7	28·8	51·0
8—Saint John.....	18·9	16·6	14·8	11·7	6·3	21·3	25·4	19·3	44·1	28·0	52·3
Quebec—											
9—Chicoutimi.....	17·3	.....	.....	.....	10·0	30·5	19·5	.....	43·2	28·8	60·0
10—Hull.....	15·7	16·9 ^g	.....	11·1	7·4	28·0	24·2	19·4	37·8	25·6	49·2
11—Montreal.....	15·2	13·1 ^g	13·3 ^g	11·2	7·9	24·9	23·7	18·8	39·3	23·9	51·2
12—Quebec.....	16·5	16·8	14·9	11·6	7·9	22·3	22·6	20·9	39·9	26·9	53·7
13—St. Hyacinthe.....	16·0	17·0	15·2	10·3	7·9	24·1	24·4	19·6	40·2	25·0	50·0
14—St. Johns.....	17·0	.....	.....	11·0	9·0	24·2	23·9	20·5	37·2	30·0	50·7
15—Sherbrooke.....	17·1	15·9	.....	10·6	7·6	24·7	27·3	20·7	43·2	24·9	52·9
16—Sorel.....	15·5	.....	.....	11·4	9·7	26·5	21·0	19·5	38·1	23·0	50·0
17—Thetford Mines.....	17·0	.....	.....	.....	8·6	28·4	25·3	22·2	38·1	25·0	52·1
18—Three Rivers.....	15·9	.....	.....	11·4	7·9	23·5	22·6	20·5	38·1	25·4	50·3
Ontario—											
19—Belleville.....	16·9	15·7	15·4	12·7	6·4	28·7	.....	19·2	42·6	26·6	47·6
20—Brantford.....	18·2	15·7	14·7	11·9	6·3	31·6	24·0	18·9	41·1	25·3	47·2
21—Brockville.....	17·2	17·6	15·1	12·5	7·9	28·2	25·0	20·7	39·0	27·4	50·4
22—Chatham.....	17·9	16·3 ^s	13·8 ^s	10·7	5·5	24·5	23·0 ⁿ	18·0	39·0	26·2	49·1
23—Cornwall.....	18·2	15·0	15·7	11·4	8·0	27·1	23·7 ⁱ	21·0 ⁱ	40·8	24·5	47·3
24—Fort William.....	17·7	17·6	14·3	11·8	7·4	38·5	23·0 ⁿ	22·4 ⁱ	41·1	28·9	51·4
25—Galt.....	16·6	18·3	14·1	11·1	7·2	31·0	.....	19·3	37·5	25·6	47·7
26—Guelph.....	17·5	16·1	14·6 ^s	11·7	5·8	30·3	23·7 ⁿ	19·3	42·9	26·3	46·5
27—Hamilton.....	17·3	17·9	14·7 ^s	13·1	6·1	29·6	27·2 ⁿ	19·3	40·2	27·8	47·4
28—Kingston.....	16·7	15·3	14·8	12·1	7·1	28·2	23·7	18·5	38·4	25·3	48·4
29—Kitchener.....	17·6	16·8	14·7	11·5	6·2	27·8	24·5 ⁿ	18·9	37·5	26·5	47·2
30—London.....	17·7	16·9	14·7	10·4	6·3	25·9	23·4 ⁿ	18·2	40·8	24·7	46·6
31—Niagara Falls.....	16·4	16·3	14·7	12·4	5·7	25·5	24·5 ⁱ	19·2	40·8	26·7	47·8
32—North Bay.....	19·0			11·7	7·7	32·7		23·3 ⁱ	42·6	28·5	49·0
33—Oshawa.....	16·6	16·7 ^s	14·1 ^s	10·5	7·3	25·9		18·7	40·2	27·1	47·1

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Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent(a)
				Granulated, bulk or in bag, per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	28.7	38.7	35.2	12.2	11.7	t 110.8	50.2	.....	15.50	.....
Nova Scotia—										
2—Halifax.....	28.7	39.7	33.0	11.9	12.6	106.4	50.2	.....	16.75	31.00-35.00
3—New Glasgow.....	28.5	43.7	34.1	12.0	12.3	111.0	50.0	.....		
4—Sydney.....	29.3	45.5	33.3	12.7	13.1	110.7	50.3	.....	11.85	22.00-26.00
5—Truro.....	29.3	38.3	33.5	12.4	12.8	107.9	50.1	.....	15.70	.....
New Brunswick—										
6—Fredericton.....	26.7	41.0	33.3	12.0	11.9	102.3	50.0	.....	16.80	23.00-27.00
7—Moncton.....	29.3	39.6	32.7	12.3	.....	103.3	50.0	.....	16.47	.....
8—Saint John.....	27.9	39.4	33.0	11.7	12.0	105.5	50.5	.....	17.87	23.50-27.50
Quebec—										
9—Chicoutimi.....	29.2	43.5	35.7	12.3	11.7	t 112.2	56.5	25.87	.....	.....
10—Hull.....	26.9	38.2	29.2	11.9	11.4	106.2	53.5	25.50	.....	.....
11—Montreal.....	28.4	40.0	28.9	11.4	11.9	105.7	54.8	26.40	.....	28.50-32.50
12—Quebec.....	28.1	42.9	31.3	12.1	11.9	109.1	56.3	24.50	.....	33.00-37.00
13—St. Hyacinthe.....	28.0	37.9	30.7	11.5	11.4	105.2	54.9	26.00	.....	.....
14—St. Johns.....	28.0	39.3	31.0	11.4	11.1	104.5	55.6	24.50	.....	.....
15—Sherbrooke.....	28.3	40.0	31.5	11.7	12.0	109.4	56.1	25.50	.....	25.50-29.50
16—Sorel.....	26.4	39.1	30.8	11.4	10.9	102.3	53.8	23.75	.....	.....
17—Thetford Mines.....	27.2	39.7	32.3	12.4	11.4	106.4	54.4	.....	.....	.....
18—Three Rivers.....	26.1	40.2	29.7	11.6	11.8	106.7	55.7	24.75	.....	.....
Ontario—										
19—Belleville.....	.....	35.7	29.0	12.1	12.3	104.8	54.6	24.50	.....	.....
20—Brantford.....	26.5	34.3	29.1	11.6	11.7	99.2	54.7	24.75	.....	24.50-28.50
21—Brockville.....	.....	38.2	29.5	11.3	11.6	104.9	54.3	24.50	.....	.....
22—Chatham.....	.....	36.0	29.3	12.2	12.2	100.7	54.7	24.50	.....	.....
23—Cornwall.....	.....	38.0	29.4	11.9	11.9	108.1	54.6	26.25	.....	.....
24—Fort William.....	.....	38.5	31.7	12.6	12.7	100.1	52.1	26.00	.....	31.50-35.50
25—Galt.....	.....	35.5	28.6	11.8	11.9	101.9	54.5	25.50	.....	.....
26—Guelph.....	26.0	33.3	28.9	11.6	11.9	100.3	54.4	24.75	.....	.....
27—Hamilton.....	26.1	33.0	28.8	11.7	12.3	103.4	54.8	24.00	.....	33.00-37.00
28—Kingston.....	27.5	35.6	29.2	11.6	11.7	97.9	52.6	25.50	.....	37.50-41.50
29—Kitchener.....	26.1	35.9	28.4	11.5	11.5	99.1	55.9	24.50	.....	32.50-36.50
30—London.....	27.1	37.4	29.4	11.7	12.1	103.6	54.6	25.00	.....	31.00-35.00
31—Niagara Falls.....	.....	36.3	29.9	11.7	12.3	101.7	55.4	24.00	.....	.....
32—North Bay.....	.....	39.5	31.7	12.5	13.0	113.6	54.5	27.00	.....	.....
33—Oshawa.....	.....	.....	28.7	11.5	11.9	101.3	54.4	24.50	.....	.....

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS.

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag, per lb.	Oranges, California per dozen	Lemons, 300's per 1/2 dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	16·1	14·1	14·1	11·4	7·3	27·2	n 23·8	19·3	39·3	25·9	50·0
35—Owen Sound.....	18·1	15·8	15·3	11·3	5·2	27·8	21·5	19·3	40·8	27·3	48·4
36—Peterborough.....	16·2	17·6	.....	12·5	6·1	28·3	24·0	18·8	38·4	25·0	48·3
37—Port Arthur.....	16·9	18·5	h 15·4	12·8	6·9	36·6	n 25·0	23·8	42·9	28·7	48·6
38—St. Catharines.....	17·4	15·3	14·0	11·7	5·4	25·6	.....	18·6	39·9	25·4	46·6
39—St. Thomas.....	17·7	17·1	14·9	10·3	6·0	26·8	24·5	19·3	39·6	27·2	48·4
40—Sarnia.....	18·3	16·5	15·2	12·3	6·3	27·5	.....	18·7	40·5	27·0	48·6
41—Sault Ste Marie.....	17·4	18·2	14·2	11·7	6·9	34·7	p 27·3	18·9	37·8	30·1	49·4
42—Stratford.....	18·6	16·7	s 15·1	12·3	6·7	26·0	n 27·6	17·7	39·6	26·2	48·6
43—Sudbury.....	16·7	16·3	14·9	11·5	7·2	31·7	24·3	21·6	40·8	28·0	49·4
44—Timmins.....	18·4	16·9	15·7	12·6	7·6	36·5	24·0	20·9	42·0	28·9	x 49·7
45—Toronto.....	16·9	17·2	13·3	12·8	5·6	29·6	24·1	18·1	39·0	24·0	45·3
46—Welland.....	16·8	14·4	14·4	12·1	5·4	27·7	20·8	18·4	40·8	24·7	47·3
47—Windsor.....	16·4	16·7	15·0	10·6	5·7	21·4	.....	18·5	43·8	27·8	48·3
48—Woodstock.....	17·9	16·7	14·6	12·0	5·2	23·6	.....	17·9	43·2	25·1	46·6
Manitoba—											k
49—Brandon.....	20·4	.....	.....	13·6	8·3	33·5	25·1	21·5	43·5	29·2	69·0
50—Winnipeg.....	19·2	16·9	15·2	13·1	7·2	28·5	23·7	21·6	41·7	28·5	k 65·5
Saskatchewan—											
51—Moose Jaw.....	20·7	.....	.....	.....	6·2	31·0	.....	.....	45·0	29·3	.....
52—Prince Albert.....	21·6	16·6	.....	12·4	9·2	40·9	23·8	21·4	44·1	34·0	k 72·5
53—Regina.....	21·5	17·1	15·8	12·7	7·9	31·2	24·8	20·1	44·1	28·0	k 74·1
54—Saskatoon.....	21·0	.....	14·7	12·5	8·4	34·1	25·4	20·7	46·2	35·6	k 70·8
Alberta—											k
55—Calgary.....	21·2	15·7	15·3	13·2	7·2	31·1	25·1	19·7	43·8	29·1	k 68·6
56—Drumheller.....	23·1	14·4	16·8	13·0	7·9	31·4	24·5	21·7	43·8	28·0	k 74·4
57—Edmonton.....	22·1	16·5	15·2	13·3	7·8	31·3	24·4	20·2	43·5	27·1	k 68·7
58—Lethbridge.....	20·9	.....	13·8	13·6	8·1	27·3	22·5	20·2	42·6	29·3	k 67·7
British Columbia—											k
59—Nanaimo.....	20·9	18·9	16·4	15·3	7·0	44·7	25·2	21·0	38·7	m 25·3	k 64·1
60—New Westminster.....	19·7	17·0	14·4	13·6	6·0	33·0	22·6	19·1	37·5	m 20·3	k 63·0
61—Prince Rupert.....	23·2	18·1	17·7	15·3	8·3	48·1	25·4	21·7	46·5	m 26·8	k 70·8
62—Trail.....	24·4	.....	18·7	15·9	7·7	32·0	25·6	20·7	39·9	31·3	k 71·0
63—Vancouver.....	19·6	16·7	14·1	13·5	6·4	38·6	23·9	18·6	38·4	m 19·7	k 62·2
64—Victoria.....	20·4	17·6	16·5	14·1	8·0	39·3	23·8	18·7	40·5	m 22·8	k 68·4

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Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent(a)
				Granulated, bulk or in bag, per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	27.5	39.0	29.7	11.6	11.9	101.9	54.3	25.50		37.50-41.50
35—Owen Sound.....	27.0	35.6	29.4	12.1	12.0	103.6	54.6	25.00		
36—Peterborough.....		35.7	28.2	11.4	11.7	103.0	55.3	25.25		
37—Port Arthur.....	27.0	42.5	31.4	12.7	13.1	99.1	51.3	26.00		25.50 29.50
38—St. Catharines.....		34.8	28.6	11.7	12.7	100.6	53.7	24.75		33.50-37.50
39—St. Thomas.....	25.4	41.3	30.4	11.8	12.1	106.1	55.6	24.50		
40—Sarnia.....		39.6	29.5	11.8	11.8	101.6	55.4	24.25		
41—Sault Ste. Marie.....		37.6	29.9	12.0	11.3	100.5	55.1	24.00		
42—Stratford.....	27.0	36.7	29.6	12.0	12.0	105.5	54.0	24.50		
43—Sudbury.....		37.4	32.0	12.1	12.4	99.7	54.7	26.50		35.50-39.50
44—Timmins.....	26.3	40.4	31.8	12.5	13.0	103.4	54.1	29.00		
45—Toronto.....	26.4	36.6	28.3	11.3	12.0	99.9	54.0	22.95		41.00-45.00
46—Welland.....	24.6	34.5	28.6	11.6	12.2	95.7	54.4	24.00		
47—Windsor.....	25.0	33.4	28.4	11.5	12.1	97.1	53.0	24.50		31.00-35.00
48—Woodstock.....		37.6	29.5	11.9	12.3	106.9	54.9	25.00		
Manitoba—										
49—Brandon.....	31.8	42.4	33.2	13.8	14.4	102.2	52.2		16.50	
50—Winnipeg.....	26.7	39.9	30.8	14.0	15.0	95.3	50.3		18.00	33.00-37.00
Saskatchewan—										
51—Moose Jaw.....			35.0	13.1	13.8	96.3	50.5		14.60	
52—Prince Albert.....	28.0	43.9	35.1	14.0	14.7	106.5	51.3		15.50	
53—Regina.....	28.5	41.1	34.9	13.4	14.1	102.3	51.3		16.00	32.00-36.00
54—Saskatoon.....	29.0	48.5	33.5	13.6	14.9	100.2	50.6		14.90	25.00-29.00
Alberta—										
55—Calgary.....	28.3	39.0	33.5	12.8	13.6	98.6	50.3		12.50	31.50-35.50
56—Drumheller.....	29.7	43.2	36.6	13.3	14.8	100.0	53.0			25.50-29.50
57—Edmonton.....	28.7	39.5	33.6	12.9	14.1	102.4	50.9		8.20	29.50-33.50
58—Lethbridge.....	27.7	40.5	33.3	12.6	14.1	98.0	52.5		8.60	
British Columbia—										
59—Nanaimo.....		35.4	31.3	11.7	13.4	103.3	53.8			
60—New Westminster.....	26.0	35.4	30.6	11.0	12.5	98.3	51.5		17.30	24.00-28.00
61—Prince Rupert.....		39.7	34.0	12.6	13.1	103.2	53.1		18.50	22.00-26.00
62—Trail.....	30.0	39.0	33.0	12.8	13.6	98.3	52.0		16.75	
63—Vancouver.....	26.8	33.7	30.5	11.0	12.3	94.9	51.5		17.55	29.50-33.50
* 64—Victoria.....	28.5	37.0	30.7	11.8	12.9	97.5	51.7		18.65	24.50-28.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices etc., occur from time to time. (a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone in. (d) Mixed—hock-off, and hock-on. (e) Mixed—Carton and loose. (f) Loose. (g) Estimate. (h) Fancy. (i) Mixed—California and Australia. (j) California. (k) Pure. (m) 360's. (n) Mixed—package and bulk. (p) Package. (s) Mixed—Choice and fancy. (t) Tin. (z) Mixed—with pectin and pure.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1950

(Base: August 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	Oct. 1, 1949	Sept. 1, 1950	Oct. 2, 1950						
Halifax.....	155.0	160.3	159.3	212.7	117.5	132.6	194.0	158.3	123.5
Saint John.....	159.0	166.0	167.8	214.1	122.4	137.7	200.8	166.2	132.6
Montreal.....	165.4	174.7	175.1	230.6	135.4	137.4	175.8	177.4	131.1
Toronto.....	157.9	166.1	166.8	211.5	138.2	161.0	182.5	168.8	131.7
Winnipeg.....	156.2	164.3	165.4	221.1	130.0	123.2	177.3	174.0	127.6
Saskatoon.....	162.4	167.8	168.2	225.2	126.1	140.8	188.4	174.9	123.7
Edmonton.....	156.8	165.0	164.5	225.3	120.8	114.6	187.2	164.5	129.9
Vancouver.....	162.8	170.8	170.9	224.2	124.8	142.6	192.3	166.3	136.9

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base:—August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Dec. 1941	Oct. 1945	Oct. 1946	Oct. 1948	Oct. 1949	Sept. 1950	Oct. 1950	Price Oct. 1950
Beef, sirloin steak.....	lb.	120.7	154.8	163.8	259.1	255.2	331.4	323.5	90.0
Beef, round steak.....	lb.	125.7	167.9	178.1	286.1	284.4	368.3	360.3	85.9
Beef, rolled rib roast, prime.....	lb.	125.5	174.3	186.1	285.7	285.7	360.0	354.9	83.0
Beef, blade roast, blade removed.....	lb.	132.7	162.3	169.2	301.3	303.1	394.8	390.5	64.3
Beef, stewing, boneless.....	lb.	136.7	168.3	173.5	331.7	339.7	444.6	442.4	61.6
Veal, front roll, boneless.....	lb.	139.3	174.6	174.6	295.9	311.8	366.2	369.1	63.2
Lamb, leg roast.....	lb.	109.9	153.9	157.7	235.9	242.3	300.8	283.3	80.9
Pork, fresh loins, center cut.....	lb.	125.3	143.5	163.3	245.4	246.8	255.6	245.2	66.0
Pork, fresh shoulder, hock off.....	lb.	127.0	142.9	164.3	268.3	268.3	301.2	289.9	54.0
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	142.2	162.7	233.3	235.5	223.5	221.1	82.3
Lard, pure, package.....	lb.	151.3	158.8	178.1	321.1	216.7	241.4	257.7	28.6
Shortening, package.....	lb.	134.7	137.5	141.0	286.1	222.9	229.9	239.0	34.3
Eggs, grade "A" Large, carton.....	doz.	156.4	173.7	178.9	228.7	234.5	206.9	220.9	68.0
Milk.....	qt.	111.0	95.4	139.4	159.6	164.2	166.1	172.5	18.8
Butter, creamery, prints.....	lb.	140.5	144.7	164.8	267.8	232.2	215.0	220.5	60.2
Cheese, plain mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.9	169.7	226.0	226.7	225.2	226.7	30.2
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	150.8	165.1	176.1	177.6	11.3
Flour, all purpose.....	lb.	127.3	124.2	124.2	187.9	221.2	221.2	221.2	7.4
Rolled Oats, package.....	lb.	112.0	114.0	114.0	152.0	156.7	182.6	185.6	12.3
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	100.0	160.9	163.0	165.2	169.6	15.6
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	152.8	238.7	189.6	171.6	176.4	18.5
Peas, 15 oz.....	tin	117.5	121.7	128.3	150.8	146.7	144.9	145.7	16.5
Corn, Cream, choice, 15 oz.....	tin	128.3	132.7	139.8	191.1	184.1	169.4	168.3	15.1
Beans, dry.....	lb.	129.4	133.3	139.2	294.1	262.7	240.9	245.0	12.1
Onions, cooking.....	lb.	108.2	128.6	138.8	128.6	159.2	161.3	141.2	7.0
Potatoes, No. 1 table.....	10 lbs.	89.9	148.5	134.1	143.6	153.7	148.6	133.2	29.3
Prunes, bulk or in bag.....	lb.	115.8	120.2	143.0	174.6	190.3	209.5	211.2	24.4
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	125.2	135.1	128.5	133.2	134.6	19.8
Oranges, California.....	doz.	132.5	156.0	153.2	119.1	124.6	142.2	149.9	41.1
Lemons.....	$\frac{1}{2}$ doz.	111.3	147.1	141.5	143.4	150.5	173.0	171.1	27.2
Jam, strawberry, 16 oz.....	jar	111.3	115.1	137.6	150.4	146.7	157.9	159.7	27.0
Peaches, 20 oz.....	tin	101.5	105.6	119.8	151.3	142.6	141.6	142.7	27.6
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	134.0	146.5	141.4	143.6	145.1	19.4
Corn Syrup, 2 lb.....	tin	138.0	157.7	175.8	190.4	177.5	181.6	183.4	31.2
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	132.3	149.2	150.8	158.6	191.7	12.1
Sugar, yellow, in branded package.....	lb.	131.3	134.9	134.9	154.0	155.6	191.8	196.5	12.5
Coffee, medium quality, in bag.....	lb.	141.6	131.7	133.4	185.2	195.3	289.7	298.5	102.9
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.1	176.9	181.7	182.0	53.3

* Descriptions and units of sale apply to October, 1950 prices.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1948	1949	Sept. 1949	July 1950	Aug. 1950	Sept. 1950
All Commodities	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	153.4	157.0	155.4	166.9	168.5	173.6
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	135.4	141.1	142.0	150.1	150.1	152.7
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	168.7	167.2	166.8	177.8	179.9	182.5
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	157.0	161.0	158.9	165.6	172.7	180.0
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	186.2	187.5	181.7	205.8	207.5	213.6
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	159.2	172.1	171.8	182.5	182.5	184.5
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	149.6	144.0	138.3	159.1	162.8	176.5
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	133.5	136.5	133.2	140.7	140.8	143.0
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	120.1	123.6	120.6	118.6	122.3	128.0
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	140.8	143.9	143.2	149.0	152.2	157.7
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	152.3	154.4	154.8	163.0	164.1	166.0
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	133.2	136.9	135.5	139.7	144.3	152.2
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	153.9	159.0	156.7	171.7	172.2	178.0
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	155.7	161.0	156.7	165.1	165.1	167.2
Producers' Materials.....	69.1	139.0	171.0	108.2	96.3	60.5	67.6	81.1	98.7	153.7	158.7	156.7	172.4	173.0	179.2
Building and Construction.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	195.7	201.5	197.6	224.2	227.0	237.1
Manufacturers'.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	146.6	151.5	149.8	163.6	163.8	169.4
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	156.2	160.6	159.0	175.3	175.1	177.8
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	140.3	142.3	141.8	146.3	149.9	155.7
Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	133.0	125.7	124.0	126.4	105.7	104.6
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	177.6	182.7	183.7	200.8	202.6	206.5
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	149.7	147.0	146.3	154.2	141.9	142.7

The indexes for 1950 are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	9 Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June—Aug. 1939	1938	1936-39 = 1000	Dec. 1942 = 1000
1913.....	(a) 79.1	(b) 70.7		(b) 100	(l) 100				(c) 100		81.4	(d) 698	(e) 698
1914.....	79.1	71.8		(g) 100							85.5		676
1915.....	87.7	72.8		(i) 123							90.8		724
1916.....	87.0	61.8		(j) 116							109.4		788
1917.....	102.4	61.6		(k) 176							117.7		880
1918.....	112.4	107.5		(l) 203							145.8		912
1919.....	126.5	123.8		(m) 215							132.0		1,016
1920.....	146.4	143.6		(n) 246							110.1		1,034
1921.....	129.9	127.7		(o) 226							106.3		983
1922.....	120.7	119.7		(p) 183	155						106.3		1,000
1926.....	121.8	126.4		(q) 172	126						106.3		1,001
1929.....	121.7	122.5		(r) 166	151						106.3		1,001
1933.....	94.4	92.4		(s) 146	151						106.3		1,001
1938.....	105.6	96.4	100.0	(t) 158	178						106.3		1,001
1940.....	111.7	100.2	100.0	(u) 184	205	108					106.3		1,001
1941.....	118.0	105.2	104.4	(v) 191	226	120					106.3		1,001
1944.....	118.0	125.4	109.4	(w) 201	265	150					106.3		1,001
1945.....	122.6	136.4	213.5	(x) 203	265	283					106.3		1,001
1946.....	135.5	150.2	268.7	(y) 203	291	645					106.3		1,001
1947.....	155.0	171.2	318.3	(z) 203		1,030					106.3		1,001
1948.....	160.8	167.1	338.0	(aa) 111	99	1,832					106.3		1,001
1949—December.....	161.5	167.5	348.3			1,818					106.3		1,001
1950—January.....	161.0	166.0	347.0			1,920					106.3		1,001
February.....	161.6	166.5	347.0			1,910					106.3		1,001
March.....	163.7	167.0	347.0	100		1,920					106.3		1,001
April.....	164.0	167.3	350.5			1,906					106.3		1,001
May.....	165.4	168.6	354.2			1,929					106.3		1,001
June.....	167.5	170.2	354.2	102		1,906					106.3		1,001
July.....	168.5	172.5		114		1,845					106.3		1,001
August.....	169.8	173.0		114		1,925					106.3		1,001
September.....	169.8			113		2,007					106.3		1,001
October.....	170.7										106.3		1,001
November.....											106.3		1,001
December.....											106.3		1,001

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1926-30 = 1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) June. (h) July. (i) Years 1914-47 on base July, 1914 = 100. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages are on base July, 1914 = 100. (m) Average June-December. (n) New index, base 1st quarter of 1949 = 1000. (o) New series, August 1939 = 100, beginning January, 1950.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-OCTOBER, 1949-1950†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1950*						
January.....	9‡	9	2,456‡	2,456	39,488	0.05
February.....	10	15	2,881	3,764	26,300	0.03
March.....	13	21	4,604	5,659	25,118	0.03
April.....	10	20	1,735	2,585	14,640	0.02
May.....	14	23	2,905	3,488	23,874	0.03
June.....	17	27	1,678	2,781	30,152	0.04
July.....	18	32	4,930	6,379	50,750	0.06
August.....	8	19	127,933	129,787	1,053,000	1.26
September.....	11	20	13,125	15,902	38,376	0.05
October.....	13	20	11,933	12,557	29,973	0.04
Cumulative totals.....	123		174,180		1,331,671	0.16
1949						
January.....	10‡	10	1,811‡	1,811	9,710	0.01
February.....	7	10	6,721	7,245	71,652	0.09
March.....	9	11	1,951	6,601	136,317	0.16
April.....	9	18	2,097	7,851	138,931	0.17
May.....	15	23	4,028	10,532	173,925	0.21
June.....	16	28	4,290	11,511	141,197	0.17
July.....	12	20	7,717	12,592	58,005	0.07
August.....	14	20	3,390	4,574	36,276	0.04
September.....	13	25	6,515	8,588	67,933	0.08
October.....	14	22	10,769	16,433	69,992	0.08
Cumulative totals.....	119		49,289		903,938	0.11

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten or more days time loss is caused but a separate record of such strikes is maintained in the department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER, 1950 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to October, 1950				
MANUFACTURING— Textiles, Clothing, etc.— Cotton and rayon under- wear factory workers, Sherbrooke, P.Q.	1	104	1,750	Commenced May 11; for a new agreement providing for increased wages, following reference to court of referees; partial return of workers; untermintated.
Metal Products— Brass products factory workers, Galt, Ont.	1	30	270	Commenced June 15; for a new agreement providing for increased wages, Rand formula for union dues, payment for statutory holidays, extension of vacations with pay, following reference to conciliation board; terminated October 13; return of workers; in favour of employer.
Laundry machinery factory workers, Toronto. Ont.	1	20	200	Commenced June 16; for a new agreement providing for increased wages, extension of vacations with pay, additional union security, etc., following reference to conciliation board; employment conditions no longer affected by the end of October; indefinite.
Aluminum foundry workers, Etobicoke, Ont.	1	200	2,800	Commenced June 29; for a new agreement providing for increased wages and Rand formula for union dues; terminated October 20; conciliation, provincial; compromise.
Wire rope and cable factory workers, Lachine, P.Q.	2	164	3,400	Commenced September 5; for a new agreement providing for increased wages, 42½-hour week with the same take-home pay as for 45 hours, and adjustment of minor grievances, following reference to conciliation board; untermintated.
Metal factory workers, Fort Erie, Ont.	1	87	1,825	Commenced September 27; for a new agreement providing for increased wages, reduced hours, and revision of incentive plan; untermintated.
TRADE— Grocery warehousemen and truck drivers, Sault Ste. Marie, Ont.	1	19	105	Commenced September 26; for a union agreement providing for increased wages and reduced hours; terminated October 7; return of workers pending reference to conciliation board; indefinite.
Strikes and Lockouts Commencing during October, 1950				
LOGGING— Pulpwood cutters, St. Fereol, P.Q.	1	130	520	Commenced October 25; protest against reduction of 50 cents per cord, piece work rates; terminated October 28; conciliation, provincial; in favour of workers.
MINING— Coal miners, Lethbridge, Alta.	1	300	1,100	Commenced October 23; protest by contract miners against pushing cars to coal face; terminated October 31; return of workers pending further negotiations; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER, 1950 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing during October, 1950				
MANUFACTURING—				
Boots and Shoes (Leather)— Shoe factory workers, Vancouver, B.C.	1	98	25	Commenced October 31; for a new agreement providing for increased wages, following reference to conciliation board and arbitration; untermiated.
Textiles, Clothing, etc.— Weavers and spinners, Grand'Mere, P.Q.	1	56	1,400	Commenced October 2; inter-union dispute re bargaining agency; untermiated.
Metal Products— Motor vehicle factory work- ers, Windsor, Ont.	3	8,632	3,200	Commenced October 2; protesting alleged delay in negotiations for increased wages; terminated Octo- ber 3; return of workers; in favour of employer.
Electrical apparatus factory workers, Toronto, Ont.	1	63	1,200	Commenced October 5; demand for increased wages by a union other than the present certified bargain- ing agency; untermiated.
Automotive parts foundry workers, Sarnia, Ont.	2	394	1,970	Commenced October 6; for payment for time required to replace dam- aged cores; terminated October 15; return of workers pending reference to conciliation board; indefinite.
Small arms factory work- ers, Long Branch, Ont.	1	165	330	Commenced October 16; for union recognition and agreement pro- viding for increased wages; termi- nated October 17; return of workers in favour of employer.
Truck and trailer body factory workers, Brantford, Ont.	1	350	260	Commenced October 18; protest against proposed suspension of two workers for cause; terminated October 18; negotiations; com- promise, one worker suspended for two days.
Steel products factory work- ers, Montreal, P.Q.	1	1,000	1,000	Commenced October 31; for a new agreement providing for increased wages, reduced hours, increased union security, sickness and accident insurance, pension plan, extension of vacations with pay, etc., following reference to conciliation and arbi- tration boards; untermiated.
Shipbuilding— Shipyard workers, Vancouver, B.C.	2	507	4,800	Commenced October 18; for new agreements providing for increased wages, payment for nine statutory holidays, double time for Saturdays and extension of vacation plan, following reference to conciliation boards; untermiated.
TRADE—				
Brewery warehouse workers, Windsor, Ont.	1	(3) 36	18	Commenced October 21; misunder- standing over transfer of six work- ers; terminated October 21; nego- tiations; compromise, transfers to be on a progressive basis.
SERVICE—				
Business and Personal— Cleaners and dyers, Toronto, Ont.	1	202	3,800	Commenced October 4; for a new agreement providing for increased wages, Rand formula for union dues, adjustment of overtime rates, and payment for seven statutory holidays, following refer- ence to conciliation board; untermi- nated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 15 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1950, BY GROUPS OF INDUSTRIES AND CAUSES

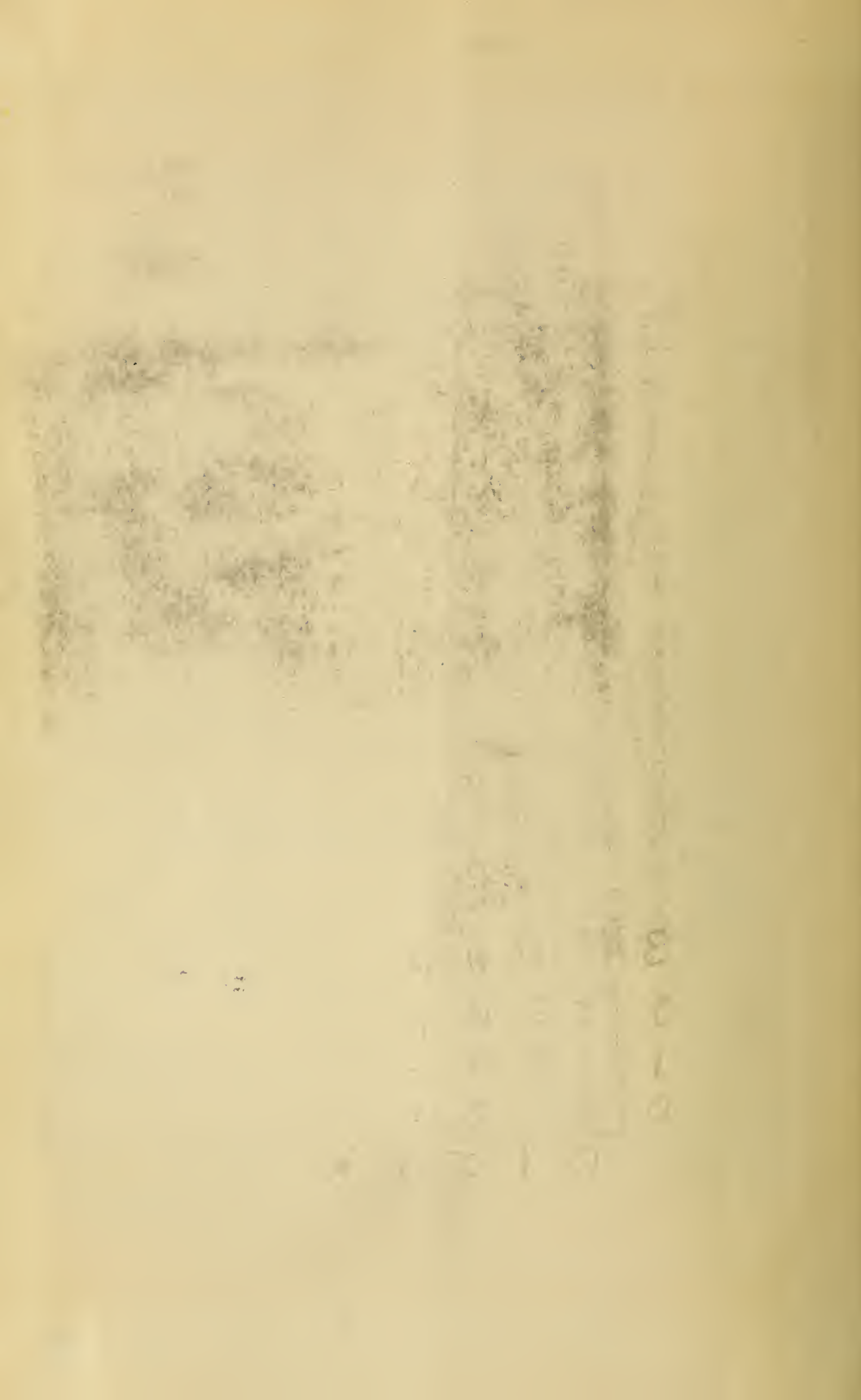
Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Communications and Storage	Trade	Finance	Service	Unclassified	Total
Prime Movers (engines, shaftings, belts, etc.).....	1				4	1		1	1				6
Working Machines.....					1	1		1					3
Hoisting Apparatus (elevators, conveyors, etc.).....					4	1		1	2		2		10
Dangerous substances (steam, electricity, flames, explosives, etc.).....			1	2	7	7	13	1	3		8		42
Falling against or being struck by objects.....	1	2		2	1	1	1						8
Falling objects.....		5		6	5	3	2	2			1		24
Handling of objects.....		1			1	1	1		1				5
Tools.....													
Moving Trains, vehicles, watercraft, etc.....	5	10	8	1	8	9	2	30	6		17		96
Animals.....	4	1											5
Falls of persons.....	2	4	1	2	10	24	1	5	1		7		57
Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....	2	2		6	6	6		6			4		32
Total, Third Quarter-1950	15 ⁽¹⁾	25	10	19	47	53	20	46	14		39		288
Total, Third Quarter-1949	50	34	10	52	60	58	22	81	12	1	35	2	417

⁽¹⁾ These figures are compiled solely from press reports. During the third quarter of 1950 a smaller number of newspapers were available in the Department than in previous periods.

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCES AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1950

Industry	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....						10	1	2	1	1		⁽¹⁾ 15
Logging.....			1		5	2			1	16		25
Fishing and Trapping.....	1		5							4		10
Mining and Quarrying.....			2	1		2	1		5	8		19
Manufacturing.....			2	1	11	25	1	1		6		47
Construction.....			4		12	23	2		5	7		53
Electricity, Gas and Water Production and Supply.....			1		4	13		1	1			20
Transportation, Communications and Storage.....	1				10	15	2	2	3	12	1	46
Trade.....					2	7	2	1	2			14
Finance.....												
Service.....			1	2	8	15	4	1	4	4		39
Unclassified.....												
Total.....	2		16	4	52	112	13	8	22	58	1	288

⁽¹⁾ See Table H-1, footnote ⁽¹⁾.



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